

"When a new dawn reveals  
a landscape"...

— Dr. Martin Luther King, Jr.

Redefining learning

National Association of  
Student Personnel  
Administrators

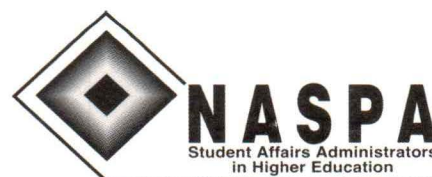
The 78th Annual Conference

# Program Booklet

March 14-17

ATLANTA

NASPA '96



# Table of Contents

*"When a new dawn  
reveals a landscape  
dotted with obstacles,  
the time has come  
for sober reflection,  
for assessment of our methods  
and for anticipating pitfalls.  
Stumbling and groping  
through the wilderness  
finally must be replaced  
by a planned, organized  
and orderly march."*

Dr. Martin Luther King, Jr.,  
Where Do We Go From Here:  
Chaos or Community?, 1967.

Conference Services & Activities.....	3-4
Registration.....	3
Conference Headquarters.....	3
Hospitality Center.....	4
Transportation.....	4
Tours.....	4
Daily Update Newsletter.....	4
Services for Persons with Disabilities.....	4
Fitness.....	5
Special Events.....	5
Tour of the Olympic Village.....	5
Opening Session and Reception.....	5
Martin Luther King Center.....	6
Carter Center.....	6
Habitat for Humanity.....	6
Pin Trading.....	6
Conference Highlights.....	7-9
Reflection Breaks.....	7,9
Special Receptions.....	7
Special Symposium on Global Education.....	8
Major Conference Special Events.....	10-11
Awards Luncheon.....	10
Regional Awards.....	10
Business Meeting.....	11
Special Programs for Graduate Students and Graduate Program Faculty.....	12-13
Career Services.....	14-15
Exhibit Hall Highlights.....	16
Schedule at a Glance.....	17-19
Major Speakers & Featured Presentations.....	20-27
Special Programs for Chief Student Affairs Officers.....	28
Wednesday's Program.....	29
Thursday's Program.....	29-30
Pre-Conference Workshop Schedule.....	31-35
Friday's Program.....	36-54
Saturday's Program.....	55-70
Sunday's Program.....	71-74
Network Programs.....	75-77
NASPA Leadership.....	78-80
1996 Conference Committee.....	81
1996 Conference Subcommittees.....	82-84
1996 Conference Sponsor Acknowledgements.....	85
Future Conference Dates & Locations.....	85
Exhibitors.....	86-87
Advertisements.....	88-91
Index of Presenters.....	92-93
Hotel Maps.....	94-95
Map of Atlanta.....	96



Dear Conference Colleagues,

On behalf of the Conference Committee, I want to welcome you to the 1996 NASPA Conference. We gather to think purposefully about learning – our students’ and our own. Most importantly, we invite you to actively explore the landscape of learning using the light of your own reflection. “Without reflection, there can be little learning...” (Argyris, 1989).

From its first meeting, the conference committee has tried to constantly reflect on the ways in which each of us learns so that we could construct a “conference curriculum” which would engage conferees as active learners. We have tried to practice what Donald Schön has preached – “To think about what we are doing while we are doing it,” so that we can use the light of reflection to think differently about our work in student affairs. We are deeply inspired by Dr. Martin Luther King, Jr.’s call to reflection and action in his book, Where Do We Go From Here: Chaos or Community?.

To assist you in your learning, we have created time and space for conscious reflection – pages in this program booklet for journal writing and Reflection Breaks to focus on the ways in which we might do our work differently to maximize student learning. Our hope is that you leave energized by colleagues and the landscape of Atlanta, as well as inspired by your learning from this conference to carry the conversations forward on your campus.

Warmly,

*Rosalind E. Andreas*

Rosalind E. Andreas  
1996 Chair, Conference Planning Committee



Dear Colleagues:


Welcome to all our members and guests who have come from every state and many other countries to the historical city of Atlanta for a very special NASPA conference! I am pleased that you have joined us for this important meeting as we examine the landscape of learning and its implications for our work in higher education.

The annual conference is NASPA's largest and most important professional development activity. It provides opportunities to hear leading educators, exchange ideas and information, meet new colleagues and renew old acquaintances, and, most of all, find some time to reflect upon the work we are doing. Our conference committee has done a marvelous job of planning a program that will enable you to accomplish all of these things...and more.

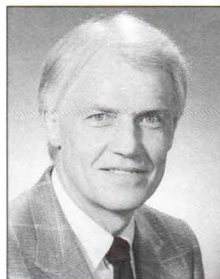
I believe that our discussions and reflections on the theme of student learning at this conference will help to shape the landscape of the work we do for years to come. I invite your active participation in the many programs and informal interactions which will make this annual conference such a special time for all of our members.

I look forward to seeing you in program sessions, during hallway discussions, on bus trips, at receptions, and in conversation as we explore together the landscape of learning in Atlanta!

Most cordially,



Jon C. Dalton  
NASPA President





# Conference Services and Activities

## Registration

The Registration areas for pre-registered conference attendees and for on-site registration are located on the Convention Level.

Location: Convention Level

Schedule:

Wednesday, March 13	12:00 p.m. - 6:00 p.m.
Thursday, March 14	8:00 a.m. - 4:30 p.m.
Friday, March 15	8:00 a.m. - 5:00 p.m.
Saturday, March 16	8:00 a.m. - 12:00 p.m.

## Conference Headquarters

The NASPA Conference Headquarters office is located in the Press Room of the Marriott Marquis. The hours of operation are:

Wednesday, March 13	8:00 a.m. - 6:00 p.m.
Thursday, March 14	8:00 a.m. - 5:00 p.m.
Friday, March 15	8:00 a.m. - 6:00 p.m.
Saturday, March 16	8:00 a.m. - 5:00 p.m.
Sunday, March 17	8:00 a.m. - 12:00 p.m.

## Conference Sites

The Atlanta Marriott Marquis and the Atlanta Hilton will be the sites for the conference sessions, meetings, and receptions.

## Name Badges

Admission to all conference activities requires a conference name badge. Persons without a name badge may be excluded from conference programs and events.

## Audio Cassettes

Audio cassettes of major speakers and representative interest sessions will be available for sale on the ~~Convention~~ <sup>5<sup>th</sup> floor</sup> Level of the hotel.

## CEU's Available

NASPA is recognized by the National Board for Certified Counselors (NBCC) to offer continuing education credits for National Certified Counselors. We adhere to NBCC Continuing Education Guidelines. Contact Hour Monitoring Forms can be obtained at the NASPA Registration area in ~~Imperial~~ <sup>5<sup>th</sup> floor</sup> of the hotel.

## Services for Persons with Disabilities

Participants seeking assistance should call or visit the Conference Headquarters located in the Press Room of the Marriott Marquis.

## Lost and Found

Lost and Found service is located in the basement of the Marriott Marquis, however you must contact security regarding lost and found items.

## Daily Update Newsletter

The official conference newsletter will be produced daily. The newsletter will provide you with changes and additions to the schedule and the very latest conference news. Articles and information may be dropped off at the Conference Headquarters in the Press Room by 3:00 p.m. the day before they are to appear. The Newsletter will be available in various locations around the conference including the Conference Headquarters, Career Services, Exhibit Area, Registration Area, Hotel Lobby, and Hospitality Center.

## Smoking Policy

Smoking is not permitted in any of the conference sessions.

# Conference Services and Activities

## Hospitality Center

The Hospitality Committee hopes to help make your conference experience productive and enjoyable. To accomplish this, we are providing a variety of information and services for you. The Hospitality Center is located in the Nile Room on the lobby level of the hotel. We encourage you to stop by. The Hospitality Center will be open as follows:

Wednesday, March 13	10:00 a.m. - 8:00 p.m.
Thursday, March 14	8:00 a.m. - 5:00 p.m.
Friday, March 15	8:00 a.m. - 6:00 p.m.
Saturday, March 16	8:00 a.m. - 5:00 p.m.

## Transportation

To enjoy the sites of the city, the Hospitality Center (Nile Room) will be able to suggest a variety of transportation alternatives to most major attractions. NASPA will provide shuttle service to three of the city's most vibrant neighborhood entertainment hubs (Underground, Buckhead, and Virginia Highlands) on Friday and Saturday evening beginning at 6:00 p.m. with the final shuttle leaving each area at 11:30 p.m. for return to the Marriott. Details regarding the many restaurants, shops, and entertainment venues in each area will be available in the Hospitality Center.

## Tours

Atlanta offers a plethora of tour opportunities for those with interest related to the 1996 Olympic Capital City, Performing and Visual Arts, Civil Rights and Civil War history, and of course, shopping and neighborhood tours. Major Tour Operators offer tours daily which are priced between \$8.00 and \$28.00 and are designed to fit visitors specific interests and time availability. Information about these packages will be available at the Hospitality Center.



# Special Events

If you are arriving early or leaving late, please stop by the Hospitality Center to get information on the wonderful attractions of the Atlanta area. Some of the places to visit include: Underground Atlanta, Martin Luther King, Jr. Center, Carter Center, Stone Mountain Park, and Fernbank Science Center. Seventeen colleges and universities are also located in the area. Their addresses and phone numbers will be available at the Hospitality Center if you wish to visit.

## Tour of the Olympic Village

Be one of the first to view the newly constructed Olympic Village for the 1996 Summer Games in Atlanta! A tour of the Olympic Village on the Georgia Tech campus is offered on Wednesday, March 13. Buses will leave at 11:00 a.m. from the Peachtree Center Avenue side of the Marriott. The cost of \$6.00 per person includes lunch and transportation.

# NASPA and Atlanta Welcome the World in 1996!

## Opening Session and Reception

Major Speaker - Cornel West

Thursday, March 14

5:15 p.m. - 9:00 p.m. - *Marquis Ballroom and Imperial Ballroom*

Enjoy the abundant international ambiance permeating the city in the year of the Centennial Olympic Games. The Olympic Fanfare will signal the start of your walk through the avenue of world flags from the Opening Session to a grand reception. You will be greeted by international student representatives of various Atlanta colleges and universities clad in their native attire. Southern hospitality accompanies diverse foods, a cash bar, pin trading, and festive music at the reception.

## Fitness Fun Run

Walkers and runners interested in a group walk or jog can meet each morning (Thursday through Sunday) at 6:45 a.m. in the lobby of the Marriott Marquis for an excursion along picturesque Peachtree Street. Maps of the route are available in the Hospitality Center.

## Athletic Center

The Marriott Marquis Athletic Club for guests of the hotel is located off the main lobby area. Complete Universal equipment for men and women and an indoor/outdoor swimming pool are available.

## Aerobics

Persons interested in morning aerobics can join other early risers at 7:00 a.m. for a one hour workout. Aerobics will be in the Marquis Ballroom - Salon I on Friday, March 15 and in the Marquis Ballroom - Salon IV on Saturday, March 16.

## The Jimmy Carter Library and Museum

Self guided tours allow individuals or groups to enjoy a video on the presidency which is offered every 30 minutes. A video question/answer session permits the visitor to ask questions of the Carters. The restaurant in the Center offers cafeteria style dining by "Proof of the Pudding." Dining is available on the patio which overlooks a Japanese Garden. The Carter Center is open:

Monday - Saturday  
9 a.m. - 4:45 p.m.

Sunday  
12 p.m. - 4:45 p.m.

Admission is \$4 for adults and \$3 for those over 55. The center is located at 441 Freedom Parkway. This location is MARTA accessible.

## The Martin Luther King, Jr. Center

Self-guided tours are available to the public. Admission to the facility is free. The King Center is located at 449 Auburn Ave. This location is MARTA accessible. The King Center is open:

Monday - Sunday  
9 a.m. - 5:30 p.m.

## Habitat for Humanity

Friday, March 15  
8:00 a.m. - 1:00 p.m.

An opportunity will be provided for participants to engage in a volunteer experience at a local Habitat site. An overview of local efforts, impact, and the potential for Habitat Experiences will be provided. Transportation to and from the site and lunch will be provided. Session registration fees will be used to support construction efforts. See the Conference Registration Desk for transportation information.

## Pin Trading

Get into the spirit of the Olympic Games by participating in pin trading. Pin trading has become the most popular spectator sport of the modern Olympics. The Centennial Olympic Games will see the largest number of pins produced and traded by athletes, international guests, corporate sponsors, local hosts, and spectators. The real value of the pins lies in the interaction that pin trading creates.

For this reason, an Olympic pin is offered to every conference participant at the Opening Reception as a souvenir that can create new friendships and recall memories of a special conference in the Olympic city on the anniversary of the first games in Athens. The pin can be kept or traded. There will be a wide assortment of pins distributed, including a few rare pins. A trading area will be designated, as is done during the Olympic Games.

The NASPA conference will put participants in the first wave of over two million Olympic visitors to Atlanta in 1996. Don't miss this unique opportunity to celebrate the "World's largest peacetime gathering," the Olympic Games, with your NASPA colleagues.



# Conference Highlights

## Reflection Breaks

John Dewey said that “learning is reflecting on experience” and our conference theme, “Redefining Learning,” provides a perfect opportunity for each of us to reflect on our experiences as both teachers and learners. Redefining learning – that is, becoming more learning-centered student affairs professionals and student affairs divisions – demands that we begin with ourselves. What and how do we teach? What do we need to learn about and from our students? How can we become more learning-centered in our daily activities? How do we “put student learning first” and focus our efforts on achieving the educational missions of our institutions? See times and topics for each Reflection Break.

## Newcomers' Orientation and Reception

Thursday, March 14

3:30 p.m. - 5:00 p.m. - *Amsterdam, Stockholm, Copenhagen*

Newcomers to the NASPA conference – graduate students, newcomers to the Student Affairs profession, and newcomers to the NASPA conference – are invited to this fun and informative program. You will learn more about the conference and NASPA, as well as meet other conference attendees. The Newcomers' Orientation and Reception is sponsored by the New Professionals Network.

## Orientation for International Members and Visitors

International members who are attending their first NASPA Conference are invited to attend an Orientation Program on Thursday, March 14 at 2:30 p.m. in the Summit Room of the Marriott Hotel. Members of the NASPA Network for International Education will conduct this program which is designed to answer all your questions and match you with a “conference friend” if you desire.

## International Visitor's Reception

~~The NASPA Soc~~ *Soc Warner, President of NASPA and the*  
The Network for International Education will host a reception for International members on ~~Thursday~~ <sup>Sunday</sup> March ~~14~~ <sup>8</sup> at 4:00 p.m. in the President's Suite of the Marriott Hotel. The reception provides an opportunity for NASPA leaders and international members to meet prior to the Opening Session. Signs for the President's Suite will be located in the lobby level.



## Network Fair Reception and Meetings

Friday, March 15

6:00 p.m. - 8:30 p.m.

Fair and Reception

6:00 p.m. - 7:00 p.m. - *Marquis Ballroom, Salons I and II*

All conference attendees are invited to attend this special event. This fun and informative fair and reception will allow you the opportunity to meet representatives from all the NASPA Networks. Information on the goals and objectives of each of the Networks will be made available, as well as a chance to participate in Network activities. Lots of good food and drink! The NASPA Networks participating in the fair and reception are:

- Adult Learners/Commuter Students
- Community Colleges
- Disability Concerns
- Educational Equity and Ethnic Diversity
- Enrollment Management
- Fraternity/Sorority
- Gay, Lesbian, and Bisexual Concerns
- International Education
- New Professionals
- Small Colleges and Universities
- Urban Colleges and Universities
- Women in Student Affairs

Network Meetings

7:00 p.m. - 8:30 p.m. - *See Friday schedule for room locations*

Immediately following the Network Fair and Reception, all conference attendees are encouraged to attend a Network Meeting (or two!) of their choice. Get involved!

## Idea Breaks

Throughout the conference short 30-minute “Idea Breaks” will be held. These sessions focus on new research and emerging ideas.

## Symposium on Global Education

The symposium consists of four sessions dedicated to acquaint attendees about student affairs operations around the world. Over fifteen international professional colleagues will join us to share their experiences and to explore study abroad/exchange opportunities for students and student affairs staff. Consult program session #58 for more details, times, and locations of this session.



# Reflection Breaks

## The Student Affairs Landscape

Friday, March 15

9:00 a.m. - 10:15 a.m. - *Shangri La*

Convener: Thomas E. Miller,  
Canisius College

In what ways must the student affairs "landscape" be altered to become more learning-centered?

## Student Affairs Assumptions

Friday, March 15

12:15 p.m. - 1:30 p.m. - *Marquis Ballroom - Salon IV*

Convener: George D. Kuh,  
Indiana University

In what ways do current student affairs assumptions, expectations, and practices inhibit and foster student learning?

## The Monograph on Student Learning Being Developed by NASPA

Friday, March 15

3:30 p.m. - 4:45 p.m. - *Marquis Ballroom - Salon III*

Convener: Elizabeth E. Whitt,  
University of Illinois - Chicago

## Student Affairs Knowledge and Skills

Saturday, March 16

10:30 a.m. - 11:45 a.m. - *State*

Convener: Elizabeth E. Whitt,  
University of Illinois - Chicago

What do student affairs staff need to know and be able to do to foster student learning?

## Partnerships with Academic Affairs

Saturday, March 16

3:00 p.m. - 4:15 p.m. - *Madrid*

Convener: Sheila Murphy,  
Simmons College

How can successful partnerships be formed with our academic colleagues to achieve institutional goals for student learning?

## Assessment

Sunday, March 17

9:00 a.m. - 10:15 a.m. - *Zurich*

Convener: M. Lee Upcraft,  
Pennsylvania State University

How do we know our students are learning — and how do we know we influence that learning?



## Regional Awards

Regional Outstanding

New Professional Awards

**Region I:** Deborah M. Cady,  
Stonehill College

**Region II:** Kelly Ozambela, University  
of Delaware

**Region III:** Brent Damrow, University  
of Richmond

**Region IV-E:** Pamela Reese, Central  
Michigan University

**Region IV-W:** Julie A. Murray,  
University of Nebraska-Kearney

**Region V:** John D. Mortensen, Utah  
State University

**Region VI:** Lori M. Ideta, University of  
Hawaii-Manoa

Regional Innovative Program Awards

**Region I:** "The Partners Programs,"  
Springfield College

**Region II:** "Delaware on the Rocks,"  
University of Delaware

"Penn State Residence Life Condom Co-  
op," The Pennsylvania State University  
"Transform Your World," Lycoming  
College

**Region III:** "The Laboratory for  
Learning," Carson-Newman College

**Region IV-E:** "The Women in  
Leadership Conference," Northwestern  
University

**Region IV-W:** "University of New  
Mexico: A Celebration of Difference,"  
University of New Mexico

**Region V:** "RAP: Rural Assistance  
Program," University of Nevada-Reno

**Region VI:** "Employee Excellence  
Training Institute," California State  
University-Fullerton

## Major Conference Special Events

### Awards Luncheon

Saturday, March 16, 1996,  
Marriott Marquis Hotel  
12:00 p.m. - 2:00 p.m.  
Imperial Ballroom, Salon B

*Leave  
names  
blank  
for now*

The annual Awards Luncheon is a special opportunity for NASPA to pay tribute to individuals who have distinguished themselves by virtue of their service to and their accomplishments in the student affairs profession, higher education, or NASPA. A limited number of tickets to the luncheon may be purchased at the conference on-site registration area.

Awards will be presented to the following 1996 recipients:

**Scott Goodnight Award for Outstanding Performance as A Dean**  
Linda L. Dayton, Director of Counseling, NorthWest Arkansas  
Community College (1995-present); Dean of Student Services, Johnson  
County Community College (1975-1995)

**Fred Turner Award for Outstanding Service to NASPA**  
Elizabeth M. Nuss, NASPA Executive Director (1987-1995)

**Outstanding Contribution to Literature or Research Award**  
M. Lee Upcraft, Research Associate, Center for the Study of Higher  
Education, The Pennsylvania State University

**Outstanding Contribution to Higher Education Award**  
Donald M. Stewart, President, The College Board

**Robert H. Shaffer Award for Academic Excellence as a Graduate Faculty  
Member**  
Larry H. Ebbers, Professor and Program Coordinator of Higher  
Education, Iowa State University

**Melvane D. Hardee Dissertation of the Year Award**  
Simone Himbeault Taylor, Director, Career Planning and Placement,  
University of Michigan

**Runner-Up**

Dennis A. Pruitt, Vice President of Student Affairs, University of  
South Carolina



## Business Meeting

Saturday, March 16 3:30 p.m. - 5:00 p.m.

*Marquis Ballroom III*

Presiding: Jon C. Dalton, Florida State University

The NASPA Annual Business Meeting is open to all members. A quorum consists of a majority of the Voting Delegates registered at the National Conference or their designated proxies.

Written designation for proxies must be received by the Executive Director no later than the official opening day of the conference, Thursday, March 14, 1996.

Proxies shall be Voting Delegates or Professional Affiliates who may cast no more than one proxy vote each.

Any member of NASPA may present a resolution for action by the membership on any issue at the Annual Business Meeting. A resolution is an instrument expressing the opinion, will, and resolution by the delegate body. It constitutes a directed call for Board of Directors' consideration. The Board of Directors bears the responsibility to deliberate on approved resolutions and report their disposition to the delegate body.

### To Submit A Resolution

1. A draft of a proposed resolution may be submitted in advance to the appropriate Regional Vice President or to the President-Elect prior to the opening date of the conference.
2. Resolution proposals may be submitted to the Board of Directors any time during the conference prior to the Annual Business Meeting.
3. Resolutions may be presented to the membership from the floor under "new business" during the Annual Business Meeting.

## Renewing Our Personal Spirit

In addition to the myriad of programs offering opportunities for reflection, renewal, and redefinition of our professional lives, what about our personal lives?

On Sunday morning, under the leadership of the Reverend Mark Lomax, minister of the First African Presbyterian Church in Lithonia, Georgia, conference participants will have a special opportunity to join together as individuals and as a community to indulge our senses and nurture our spirits for the tough work which lies ahead.

This session will be held on Sunday morning from 8:00 a.m. - 9:00 p.m. in Marquis Ballroom, Salon III



# Special Programs for Graduate Students and Graduate Program Faculty

## Graduate Student Reception

Wednesday, March 13, 1996

8:00 p.m. - 9:30 p.m. - *Cabinet*

An opportunity for graduate students to relax, meet students from other graduate programs and several NASPA leaders. All graduate students are invited to attend.

## Doctoral Student Colloquium

Thursday, March 14

8:30 a.m. - 4:30 p.m. - *Quebec*

Doctoral students, nominated by a faculty member from their doctoral program and previously selected, will participate in a colloquium entitled "The Emerging Culture and Context of Higher Learning: Diverse Identities and Challenges." The colloquium will be led by graduate faculty members including:

John Braxton, Vanderbilt University

Julie Neururer, University of Central Florida

Jeff Milem, Vanderbilt University

Rob Rhoads, Michigan State University.

## Master's Student Case Study Competition

Friday, March 15

9:00 a.m. - 4:15 p.m. - *Calgary*

This session offers an opportunity for master's level graduate students to participate in a program that will challenge their skills in analyzing a case study. Information about the competition will be available from graduate program faculty. The Case Study Competition is sponsored by the National Panhellenic Conference.

## Mentor Dinner

Friday, March 15

7:15 p.m. - *Hospitality Center (Nile Room)*

The Mentor Dinner offers a unique opportunity for newer professionals to have dinner with experienced student affairs practitioners. Persons interested in attending the dinners should sign up on the display board at the Hospitality Center prior to Friday at noon. Sign up for dinners will be available in the Hospitality Center and at the Graduate Student Reception on Wednesday evening.



# Graduate Program Faculty Reception

Friday, March 15

6:00 p.m. - 7:30 p.m. - *President's Suite*

The event offers a chance for graduate program faculty to meet and talk. The reception will be hosted by NASPA President, Jon Dalton. President Dalton will engage faculty in a discussion on how the association can better address their needs.

## NASPA Volunteers

Volunteering at a national conference is an informative and rewarding experience. It is also an important tradition of every NASPA national conference and a great way to meet colleagues and support the profession. If you would like to volunteer, but haven't had the chance to sign up please drop by the Volunteer Headquarters in the Hospitality Center (Nile Room) at the Marriott Marquis. We will gladly sign you up!

### Our hours are:

Wednesday, March 13	10:00 a.m. - 8:00 p.m.
Thursday, March 14	8:00 a.m. - 5:00 p.m.
Friday, March 15	8:00 a.m. - 6:00 p.m.
Saturday, March 16	8:00 a.m. - 5:00 p.m.

All pre-assigned volunteers should sign in at the Volunteer Headquarters in the Nile Room upon arrival to the conference to receive information about assignments, schedule changes, and volunteer orientations.

Volunteer Orientation Sessions will be held during the following times in the rooms listed:

Wednesday, March 13	8:30 a.m. - 9:15 a.m.	<i>Quebec</i>
Wednesday, March 13	4:00 p.m. - 4:45 p.m.	<i>Quebec</i>
Thursday, March 14	9:00 a.m. - 9:45 a.m.	<i>Riviera</i>
Thursday, March 14	2:00 p.m. - 2:45 p.m.	<i>Riviera</i>
Friday, March 15	8:00 a.m. - 8:45 a.m.	<i>Summit</i>
Friday, March 15	5:00 p.m. - 5:45 p.m.	<i>State</i>
Saturday, March 16	8:00 a.m. - 8:45 a.m.	<i>State</i>

We appreciate your service to the Conference and to the Association.



# Career Services

Career Services is an important aspect of the NASPA Conference. It provides the opportunity for employers hiring for positions and candidates who are seeking professional positions in Student Affairs to meet and exchange information. The service is designed to assist both groups in achieving this goal.

Career Services employers and candidates must register for the NASPA Conference in order to use Career Services at the Conference. Most Career Service activities will be in the International Exhibit Hall - South in the Atlanta Marriott Marquis Hotel. Some lounge areas will be located on the Tenth Floor Terrace.

## Career Services

The following services will be available for individuals who pre-registered or who register on-site for Career Services:

- Employer Lounge
- Candidate Lounge
- Campus and Career Information
- Position Listings and Supplements
- Resume Books
- Interview Scheduling
- Message Center
- Career Interest Sessions
- Employer Storage

## Dress

Business attire is recommended for both employers and candidates.

## Hours of Operation

Wednesday, March 13, 1996

1:00 p.m. - 7:00 p.m.	On-site Registration
4:00 p.m. - 7:00 p.m.	Pre-arranged interviews ONLY
5:30 p.m. - 6:45 p.m.	Career Services Interest Session*
6:30 p.m.	Last Interview Session
7:00 p.m.	Career Services Closes

Thursday, March 14, 1996

8:00 a.m. - 4:30 p.m.	All Services Open
10:00 a.m. - 11:15 a.m.	Career Services Interest Session*
4:00 p.m. - 4:30 p.m.	Last Interview Session, Wrap-up and Message Pick Up
4:30 p.m.	Career Services Closes

Friday, March 15, 1996

8:00 a.m. - 5:00 p.m.	All Services Open
9:00 a.m. - 10:15 a.m.	Career Services Interest Sessions*
10:45 a.m. - 12:00 p.m.	Career Services Interest Session*
4:30 p.m.	Last Interview Session, Wrap-up and Message Pick Up
5:00 p.m.	Career Services Closes

Saturday, March 16, 1996

8:00 a.m. - 11:00 a.m.	All Services Open
10:30 a.m.	Last Interview Session, Wrap-up, and Message Pick Up
11:00 a.m.	Career Services Closes

\*Career Services Interest Sessions will be held on the Tenth Floor - North. All other Career Services are located in the International Exhibit Hall - South.



## Orientation

Employers and candidates are encouraged to attend an Orientation Session before you use Career Services. All sessions will take place either in the International Exhibit Hall - South or Tenth Floor Lounge. Locations will be posted in the International Exhibit Hall. Details concerning interview schedules, position listing supplements, interview areas, resume books, and other topics will be covered during the orientation sessions. There are separate sessions for Employers and Candidates. The sessions are scheduled at the following times:

### Wednesday, March 13

- 1:30 p.m. Employer and Candidate Orientation Session
- 5:00 p.m. Employer and Candidate Orientation Session
- 6:30 p.m. Employer and Candidate Orientation Session

### Thursday, March 14

- 8:30 a.m. Employer and Candidate Orientation Session
- 11:00 a.m. Employer and Candidate Orientation Session

## Career Services Volunteers

NASPA is an organization which relies heavily on the work of volunteers. This is especially true of the Career Services program. All conference participants are encouraged to volunteer a few hours to make the Career Services program a rewarding experience for candidates and employers. If you have not already signed up to volunteer, you may drop by a Volunteer Orientation Session or stop by Career Services in the International Exhibit Hall of the Marriott Hotel. Volunteer Orientation Sessions are scheduled for:

### Wednesday, March 13, 1996

- 2:00 p.m. - 2:30 p.m.
- 5:00 p.m. - 5:30 p.m.

### Thursday, March 14, 1996

- 7:30 a.m. - 8:00 a.m.
- 11:00 a.m. - 11:30 a.m.

### Friday, March 15, 1996

- 7:30 a.m. - 8:00 a.m.

## On-Site Registration for Candidates and Employers

Candidates who wish to register on-site for career services, and employers who wish to register position openings can do so at the Career Services Registration Booth in the International Exhibit Hall - South in the Marriott Hotel.



# Conference Exhibit Hall Highlights

## Conference Exhibit Hours

Thursday, March 14	11:00 a.m. - 5:00 p.m.
Friday, March 15	8:30 a.m. - 3:30 p.m.
Saturday, March 16	8:30 a.m. - 12:00 p.m.

## Location

The Atlanta Marriott Marquis International Exhibit Hall is two levels down from the Lobby level. The NASPA Exhibits will be held in the International Exhibit Hall - North, located on the Courtland Street side of the Marriott Marquis.

There will be many opportunities to meet individual vendors who provide services, equipment, books, and supplies for our profession and our institutions. Highlights include:

- Over 40 Exhibits
- Door Prizes
- Giveaways
- Silent Auction
- Hospitality and Reception

## Prizes!

Visit the NASPA Exhibits to become eligible to win great prizes, including a Marriott Getaway. Pick up your registration card from exhibitors in the International Exhibit Hall - North. You may enter each day and must be present to win.

## Exhibit Drawing Times

Thursday, March 14	4:00 p.m.
Friday, March 15	11:30 a.m., 2:00 p.m.
Saturday, March 16	11:00 a.m.



# Schedule at a Glance

## 1996 NASPA Conference

### Wednesday, March 13, 1996 Conference Services

8:00 a.m. - 6:00 p.m.	Conference Headquarters
8:30 a.m. - 9:15 a.m.	Volunteer Orientation
10:00 a.m. - 8:00 p.m.	Hospitality Center
12:00 p.m. - 6:00 p.m.	Conference Registration
1:00 p.m. - 7:00 p.m.	Career Services Registration
2:00 p.m. - 2:30 p.m.	Career Services Volunteer Orientation
4:00 p.m. - 7:00 p.m.	Career Services - Pre-Arranged Interviews
4:00 p.m. - 4:45 p.m.	Volunteer Orientation
5:00 p.m. - 5:30 p.m.	Career Services Volunteer Orientation

### Conference Activities

8:00 a.m. - 5:00 p.m.	NASPA Board of Directors' Meeting
9:00 a.m. - 4:00 p.m.	Pre-Conference Workshops
3:00 p.m. - 6:00 p.m.	JASPA Conference
5:30 p.m. - 6:45 p.m.	Career Services Interest Session
8:00 p.m. - 9:30 p.m.	Graduate Student Reception

### Thursday, March 14, 1996 Conference Services

7:30 a.m. - 8:00 a.m.	Career Services Volunteer Orientation
8:00 a.m. - 4:30 p.m.	Career Services
8:00 a.m. - 4:30 p.m.	Conference Registration
8:00 a.m. - 5:00 p.m.	Hospitality Center
8:00 a.m. - 5:00 p.m.	Conference Headquarters
9:00 a.m. - 9:45 a.m.	Volunteer Orientation
11:00 a.m. - 11:30 a.m.	Career Services Volunteer Orientation
2:00 p.m. - 2:45 p.m.	Volunteer Orientation

### Conference Activities

7:00 a.m. - 8:30 a.m.	MUFP National Advisory Board Meeting
8:30 a.m. - 1:00 p.m.	JASPA Conference
8:30 a.m. - 4:30 p.m.	Doctoral Student Colloquium
9:00 a.m. - 4:00 p.m.	Pre-conference Workshops
10:00 a.m. - 12:00 p.m.	NASPA Foundation Board Meeting
10:00 a.m. - 11:15 a.m.	Career Services Interest Session
11:00 a.m. - 5:00 p.m.	Exhibits
11:00 a.m. - 2:00 p.m.	National Network Chairs Orientation and Meeting
12:00 p.m. - 4:00 p.m.	Region III Advisory Board Meeting
12:00 p.m. - 4:00 p.m.	Region IV-West Advisory Board Meeting
1:00 p.m. - 3:30 p.m.	Region II Advisory Board Meeting
1:30 p.m. - 3:30 p.m.	NASPA Minority Undergraduate Fellows and Mentor Session
2:00 p.m. - 3:30 p.m.	Gay, Lesbian, and Bisexual Concerns New Professionals Meeting
2:30 p.m. - 3:30 p.m.	International Visitors' Orientation
3:00 p.m. - 4:00 p.m.	Orientation for Master's Student Case Study Competition
3:00 p.m. - 4:00 p.m.	Community College Network Reception
3:30 p.m. - 5:00 p.m.	Newcomers Orientation and Reception
4:00 p.m. - 5:00 p.m.	International Visitors' Reception
5:15 p.m. - 9:00 p.m.	Opening Session and Reception
9:00 p.m. - 12:00 a.m.	Region V Reception

## Friday, March 15, 1996

### Conference Services

7:30 a.m. - 8:00 a.m.	Career Services Volunteer Orientation
8:00 a.m. - 5:00 p.m.	Career Services
8:00 a.m. - 5:00 p.m.	Conference Registration
8:00 a.m. - 6:00 p.m.	Hospitality Center
8:00 a.m. - 6:00 p.m.	Conference Headquarters
8:00 a.m. - 8:45 a.m.	Volunteer Orientation
5:00 p.m. - 5:45 p.m.	Volunteer Orientation

### Conference Activities

7:00 a.m. - 8:30 a.m.	ACSD Prayer Breakfast
7:00 a.m. - 8:30 a.m.	NASPA Regional Membership Coordinators' Meeting
7:00 a.m. - 8:45 a.m.	NASPA Monograph Board Meeting
7:00 a.m. - 8:45 a.m.	Region V - Senior Student Affairs Officers' Continental Breakfast
7:00 a.m. - 8:45 a.m.	Region I Advisory Board Meeting
7:00 a.m. - 8:45 a.m.	<i>NASPA Journal</i> Editorial Board Meeting
7:15 a.m. - 8:45 a.m.	Women in Student Affairs Network Regional Chairs and Coordinators' Meeting
8:30 a.m. - 9:00 a.m.	Coffee Break Sponsored by Student Insurance Division
8:30 a.m. - 3:30 p.m.	Exhibits
9:00 a.m. - 10:15 a.m.	Interest Sessions
9:00 a.m. - 10:15 a.m.	Major Speaker - Johnnetta Cole
9:00 a.m. - 10:15 a.m.	Career Services Interest Sessions
9:00 a.m. - 4:15 p.m.	Master's Student Case Study Competition
10:45 a.m. - 12:00 p.m.	Career Services Interest Session
10:45 a.m. - 12:00 p.m.	Interest Sessions
11:30 a.m.	Exhibit Drawing
11:30 a.m. - 1:30 p.m.	Golden Key National Honor Society Honorary Member Luncheon
12:00 p.m. - 2:00 p.m.	Past Presidents' Luncheon
12:15 p.m. - 1:30 p.m.	Interest Sessions
2:00 p.m.	Exhibit Drawing
2:00 p.m. - 3:15 p.m.	Interest Sessions
2:00 p.m. - 3:15 p.m.	Major Speaker - Edgar Beckham
3:30 p.m. - 4:45 p.m.	Interest Sessions

5:00 p.m. - 6:00 p.m.	Regional Business Meetings
5:00 p.m. - 6:00 p.m.	Reception for Catholic Colleges and Universities
5:00 p.m. - 7:00 p.m.	NASPA Minority Undergraduate Fellows Program Reception
6:00 p.m. - 7:00 p.m.	Network Reception and Fair
6:00 p.m. - 7:30 p.m.	Reception for Graduate Program Faculty
6:00 p.m. - 11:30 p.m.	Shuttle Bus to Restaurants
6:30 p.m. - 8:00 p.m.	NASPA Foundation Reception
7:00 p.m. - 8:30 p.m.	NASPA Network Meetings
8:00 p.m. - 9:00 p.m.	Fulbright Reception
9:00 p.m. - 11:00 p.m.	NASPA Regional Receptions



## Saturday, March 16, 1996

### Conference Services

8:00 a.m. - 11:00 a.m.	Career Services
8:00 a.m. - 12:00 p.m.	Conference Registration
8:00 a.m. - 5:00 p.m.	Hospitality Center
8:00 a.m. - 5:00 p.m.	Conference Headquarters
8:00 a.m. - 8:45 a.m.	Volunteer Orientation
8:30 a.m. - 12:00 p.m.	Exhibits

### Conference Activities

7:00 a.m. - 8:30 a.m.	NASPA State Directors' Meeting
7:00 a.m. - 8:30 a.m.	Region II Voting Delegates' Breakfast
7:00 a.m. - 8:30 a.m.	Region III Senior Student Affairs Officers' Breakfast
7:00 a.m. - 8:45 a.m.	Regional Newsletter Editors' Meeting
7:00 a.m. - 8:45 a.m.	Region IV-West Senior Student Affairs Officers' Breakfast
7:00 a.m. - 8:45 a.m.	<i>NASPA Journal</i> Orientation for New Editors
7:00 a.m. - 8:45 a.m.	WAC Chief Student Affairs Officers
7:00 a.m. - 8:45 a.m.	Network for Educational Equity and Ethnic Diversity Regional Chairs Meeting
7:00 a.m. - 8:45 a.m.	Research and Program Development Division Meeting
7:30 a.m. - 8:30 a.m.	Enrollment Management Network: Open Forum
7:30 a.m. - 8:30 a.m.	Fraternity/Sorority Network Continental Breakfast
9:00 a.m. - 10:15 a.m.	Interest Sessions
9:00 a.m. - 10:15 a.m.	Major Speakers - Mary Frances Berry and Richard Thornburgh
10:30 a.m. - 11:45 a.m.	Interest Sessions
11:00 a.m.	Exhibit Drawing
12:00 p.m. - 2:00 p.m.	NASPA Awards Luncheon
1:15 p.m. - 2:30 p.m.	Interest Sessions
2:15 p.m. - 3:30 p.m.	Major Session - Olympic Athletes' Panel
3:00 p.m. - 4:15 p.m.	Interest Sessions
3:30 p.m. - 5:00 p.m.	NASPA Business Meeting
5:00 p.m. - 6:00 p.m.	Region II New Professionals Reception
5:00 p.m. - 6:30 p.m.	25th Anniversary Celebration for Women in Student Affairs Network
6:00 p.m. - 8:00 p.m.	Institutional Receptions

6:00 p.m. - 7:00 p.m.	Gay, Lesbian, and Bisexual Concerns Network Meeting/Mentor Dinner
6:00 p.m. - 11:00 p.m.	Shuttle Bus to Restaurants
6:30 p.m. - 7:30 p.m.	NASPA Women's Symposium Reunion
7:00 p.m. - 8:45 p.m.	Career Development and Professional Standards Division Meeting
8:00 p.m. - 9:00 p.m.	Region I and II Mid-level Institute Reunion

## Sunday, March 17, 1996

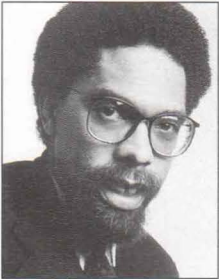
### Conference Services and Activities

8:00 a.m. - 9:00 a.m.	Major Featured Session - Reflection, Renewal: Redefining Personal Commitment
8:00 a.m. - 12:00 p.m.	Conference Headquarters
9:00 a.m. - 10:15 a.m.	Interest Sessions
10:30 a.m. - 11:45 a.m.	Closing Session - A New Landscape: Student Affairs in the 21st Century

# Conference Program

## Major Speakers and Featured Presentations

### Cornel West



#### Opening Session

Thursday, March 14

5:15 p.m. - 7:00 p.m.

*Marquis Ballroom, Salons I-IV*

The 1996 NASPA Conference Committee is honored to welcome Dr. Cornel West as the Opening Speaker of the conference.

Dr. West is Professor of Religion and Afro-American Studies at Harvard University. He has devoted much of his research and writing to examining the social and economic forces that impact race relations in America. His breakthrough book, Race Matters, became a best seller shortly after publication.

In his remarks, Dr. West will build on the themes developed in Race Matters (Beacon Press, 1993) and will invite the audience to examine issues of race, class, gender, and economics and the ways in which these factors challenge our contemporary understanding of American life, and in particular, life on a college campus. Often described as a "public intellectual," Dr. West encourages audiences to think about leadership and the role of "statespersons" in our society. Dr. West has often remarked that some of the most "statesperson-like" behavior currently exhibited in our society is on the part of educators at all levels, all of whom are challenged to develop new strategies to rebuild an increasingly fragmented sense of community.

His upbringing in the Baptist church in Sacramento, California significantly influenced Dr. West's early life. His grandfather was a minister and West was deeply touched by the stories of parishioners he heard in church. Only two generations removed from slavery, these individuals maintained a deep sense of faith dur-

ing their most difficult times. He also was influenced by the activities of the Black Panthers whose headquarters were near his childhood home. From the Panthers he learned the importance of community-based political action. It was his reading of the biography of Teddy Roosevelt, borrowed from the local bookmobile, that helped eight-year old Cornel West begin to chart the course of his life. He identified with Roosevelt because both were asthmatics. From his reading, he learned how Roosevelt overcame his asthma, went to Harvard, and became a powerful and compelling speaker. It was at this point he decided he too would go to Harvard.

Dr. West graduated from Harvard University magna cum laude in 1973. After graduating from Harvard, he went to Princeton University where he received his M.A. and Ph.D. He became Chair of Princeton's Department of African American Studies and is credited with reviving the department. He subsequently moved to Harvard University where he serves as Professor in the departments of Afro-American Studies and the Philosophy of Religion.

Dr. West's most recent book Blacks and Jews: Let The Healing Begin, which he co-authored with *Tikkun Magazine* editor Michael Lerner, was published in 1995 and has opened a new dialogue in many communities. He is also author of Prophecy and Deliverance! An Afro-American Revolutionary Christianity (1982); Prophetic Fragments (1988); The American Evasion of Philosophy (1989); Breaking Bread (with bell hooks, 1991); and Keeping the Faith: Philosophy and Race in America (1993).

NASPA thanks **Marriott Educational Services** for their contribution to this Keynote Address and the Opening Reception.



### Johnnetta Cole



Friday, March 15, 1996

9:00 a.m. - 10:15 a.m.

*Imperial Ballroom, Salons A & B*

Johnnetta B. Cole, President of Spelman College since 1987 has been a leading voice in American higher education for many years. During her presidency, Spelman College's profile has been elevated regionally and nationally. The College was recently named by *U.S. News and World Report's* Best Buys as the number one regional liberal arts college in the South.

Dr. Cole will speak from the presidential perspective about the role of student affairs in a learning-centered environment. The conference theme "Redefining Learning" asks participants to examine the changing environment in higher education and the incremental movement from "student services" to "student development" to "student learning." Dr. Cole will provide NASPA participants with a presidential view of the impact of the student affairs program on the overall well-being of the institution. In sharing her thoughts on the student-centered, multicultural institution needed in the twenty-first century, Dr. Cole will challenge student affairs practitioners to rethink philosophies and practices for the future. Many conference attendees will remember Dr. Cole's insightful and thought provoking remarks at the 1994 NASPA Conference. We are honored that she has accepted our invitation to return to NASPA and continue the dialogue begun in Dallas.

Dr. Cole is a cultural anthropologist who received her M.A. and Ph.D. from Northwestern University. She has taught at Washington State University, University of Massachusetts - Amherst, Hunter College and the City University of New York before assuming the presidency of Spelman College.

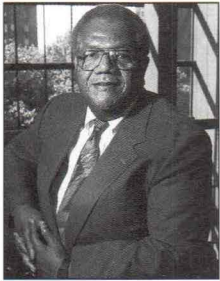
An advocate and change-agent who works on behalf of women and persons of color worldwide, Dr. Cole currently serves as Chair of the Presidents of the United Negro College Fund and Chair of the Board of the Fund for the Improvement of Postsecondary Education (FIPSE). She was appointed by President Clinton to serve as a Cluster Coordinator of Education, Labor, Arts and Humanities in the 1992 Transition Team, and earlier by President George Bush to serve as a Founding Director of the Points of Light Foundation on which Board she still serves. In honor of her inauguration as Spelman College's seventh President, Drs. Bill and Camille Cosby gave a \$20 million gift to the College, the largest single gift from an individual donor ever given to an Historically Black College or University. Her book, *Conversations*, published in 1993, speaks directly to the experiences of African American women. She has also written two textbooks, and is frequently published in scholarly journals and the popular media. She is profiled in Mary Catherine Bateson's book, *Composing A Life*, a study of the personal and professional lives of successful women. Dr. Cole is the recipient of honorary degrees from 30 institutions of higher education. In 1994, Dr. Cole was the recipient of NASPA's Outstanding Contribution to Higher Education Award.

Her counsel and wisdom are widely sought by a variety of organizations on whose boards she serves. Among these are the Rockefeller Foundation; the Coca-Cola Enterprises Board of Directors, where she was the first woman to be elected to the Board; the Atlanta Women's Network; the Center of Women's Network, Inc.; Leadership America; Sisterhood in Support of Sisters in South Africa (SISA); The Feminist Press; and the Wellesley College Board of Trustees.

NASPA thanks **Golden Key National Honor Society** for their contribution to this Keynote Address.

## Major Speakers and Featured Presentations

### Edgar Beckham



Friday, March 15, 1996

2:00 p.m. - 3:15 p.m.

*Marquis Ballroom, Salons I & II*

With over 20 years of experience in Student Affairs, Edgar Beckham comes to the 1996 NASPA conference as a longtime colleague and NASPA member. Mr. Beckham served as Dean of the College at Wesleyan University until 1990 when he joined the Ford Foundation as Program Officer in the Education and Culture Program. He oversees the Foundation's graduate fellowship programs for minorities and guides its grant-making in support of campus diversity, youth community service, and the recruitment of undergraduates for academic careers.

Mr. Beckham is well known as a provocative thinker on issues of diversity. In his remarks, Mr. Beckham will describe projects which have been of interest to the Ford Foundation in the areas of academic affairs/student affairs partnerships and in the development of multicultural campus communities. He will encourage conference participants to engage in the process of redefining what outside-of-the-classroom learning can and should mean for students.

In discussing the education of a responsible citizenry, Mr. Beckham will address the need for relationships with faculty, with institutional presidents, and with students which promote student learning at the center of the academic enterprise. Mr. Beckham will talk about the development of community in the midst of diversity, share his observations about the implications of overt attention to the multicultural dimensions of the curriculum and the campus and what the effects of these efforts have been. In addition, Mr. Beckham will discuss his own transition from front-line student affairs administrator to his current position at the Ford

Foundation through which he has the opportunity to influence and shape the nature of progress and reform on campus.

A Connecticut native, Mr. Beckham graduated from Wesleyan University and received his M.A. from Yale University and returned to the Wesleyan faculty where he spent the next 29 years, serving as lecturer in German, Associate Provost, and Dean of the College from 1973 to 1990. As Dean, he functioned as the senior student affairs officer with significant responsibility for the residential and cocurricular dimensions of the student experience. He was active in NASPA and a variety of other Student Affairs professional associations during his tenure as Dean. During a year of study in Germany in the 1960's, he taught English and African-American history and literature at the University of Erlangen. He also lectured extensively at America Houses throughout the Federal Republic of Germany on the state of civil rights and racial consciousness in the United States.

Mr. Beckham was Chairman of the Connecticut State Board of Education from December, 1992 through March, 1995. He chairs the Board of the Donna Wood Foundation and is secretary of the Board of Trustees of the Vermont Academy. In the past he has chaired the Boards of Connecticut Public Broadcasting, Middlesex Hospital, the Rockfall Foundation, the Connecticut Humanities Council, and the Connecticut Housing Investment Fund. He has also served on the Board of Directors of the Association of American Colleges and Universities.



## Major Speakers and Featured Presentations



### Mary Frances Berry and Richard Thornburgh

Saturday, March 16, 1996

9:00 a.m. - 10:15 a.m.

*Marquis Ballroom, Salons I & II*

The question of the future of federally mandated Affirmative Action programs and the legal challenges to the practice of awarding race-based financial assistance in higher education have spurred discussion and debate on campuses around the country. Supporters of affirmative action argue that higher education has a responsibility to open its doors to economically disadvantaged individuals. Critics argue that the society is organized as a meritocracy, and that entitlement programs are an idea whose time has passed. The NASPA Conference Committee is pleased to welcome Dr. Mary Frances Berry and former U.S. Attorney General Richard Thornburgh, who will debate these topics.

**Mary Frances Berry**, currently Chair of the U.S. Commission on Civil Rights, has served as a Commissioner since 1980. In 1983, President Reagan fired her along with several other outspoken critics of the administration's Civil Rights policies. She sued, won, and was reinstated by a Federal District Court. Subsequently she was reappointed by Congress to the reconstituted Commission, and was named Chairperson by President Clinton.

Dr. Berry has held faculty appointments at Central Michigan University, Eastern Michigan University, and the University of Michigan. She served as Chancellor and Provost of the Division of Behavioral and Social Sciences at the University of Colorado at Boulder and Professor of History and Law at Howard University in Washington, D.C. Presently, Dr. Berry is the Geraldine R. Segal Professor of American Social Thought at the University of Pennsylvania. Dr. Berry was formerly U.S. Assistant Secretary for Education in the Department of Health, Education, and Welfare (HEW) from 1977 to 1980.

Dr. Berry's recent book, *The Politics of Parenthood*, has received high acclaim. Marian Wright Edelman says of

it: "Superwoman has died of exhaustion, and Mary Berry challenges us all – mothers, fathers, employers, and legislators – to take responsibility for ensuring that every child in America has access to quality childcare."

**Richard Thornburgh** was elected Governor of Pennsylvania in 1978 and re-elected in 1982. Thornburgh is the only Republican to serve two successive terms in that office. He was named by his fellow governors as one of the nation's most effective big-state governors in a 1986 *Newsweek* poll.

Following his unanimous confirmation by the United States Senate, Thornburgh served three years as Attorney General of the United States (1988–1991) under Presidents Reagan and Bush. He mounted an unprecedented attack on white-collar crime as the Department of Justice obtained a record number of convictions of savings and loan and securities officials, defense contractors, and corrupt public officials.

Thornburgh established strong ties with law enforcement agencies around the world to help combat drug trafficking, money laundering, terrorism and international white-collar crime. As Attorney General, he also played a leading role in the enactment of the Americans with Disabilities Act. In addition, he took vigorous action against racial, religious and ethnic "hate crimes." His office mounted a renewed effort to enforce the nation's anti-trust and environmental laws as well. Mr. Thornburgh holds an Engineering degree from Yale University and a law degree from the University of Pittsburgh, where he was editor of the *Law Review*.

NASPA thanks **Bon Appetit Management Company** for their contribution to this Keynote Address.

# Olympic Panel

Saturday, March 16

2:00 p.m. - 3:15 p.m. - *Marquis Ballroom - Salon IV*

## Reflections from Olympians: The Lives of Student Athletes

In keeping with the Olympic spirit, three former Olympians and a USOC Board member will offer their reflections on athletics, academics and the role of the college in creating an environment in which competitive athletics is a positive force on the campus. The panelists will reflect on their own Olympic experiences and the ways in which their college years were impacted by their involvement in elite athletic programs. They will offer their opinions on the diminishing support from some colleges for non-revenue producing sports, the transition from competitive athlete to working professional, and the financial and ethical issues which colleges and universities face in their work with athletes and athletics programs.



### Patricia W. Henry

Panel moderator Patricia W. Henry's career has included active involvement both in intercollegiate athletics and in the organizational and educational role of the Olympics. She is the Senior Associate Director of Athletics at Harvard University and a member of

the Board and Chair of the Education committee of the U.S. Olympic committee.

As Senior Associate Director of Athletics at Harvard University, Patricia Henry is responsible for all men's and women's programs, including scheduling for 41 sports and coordination of recruitment activities with the Admissions Office. She created the Harvard/Radcliffe Foundation for Women's Athletics in 1981 in order to accelerate and broaden the base of support for women's athletics at Harvard. The Foundation currently has an endowment of \$300,000 and raises \$25,000 in annual gifts. Ms. Henry came to Harvard in 1980 as Assistant Director of Athletics, after having taught high school health and physical education in Pennsylvania.

As chair of the USOC's Education Committee, Patricia Henry oversees the development and implementation of programs which foster the principles of the Olympic ideals for elite

athletes as well as for school children. She has been active in the "Champions in Life" program which brings Olympians into schools and communities to work with children. Ms. Henry graduated from Gettysburg College, on whose Board she serves, and received her M.Ed. from Westchester State University.



### Geoff Gaberino

Geoff Gaberino won the Gold Medal in the 800 Meter Free Relay in the 1984 Olympics and holds the world record in that event. As a swimmer at the University of Florida - Gainesville, he was a 15 time Collegiate All-American, four-time Collegiate National

Champion, and was captain of the 1983 and 1984 NCAA National Championship Teams. He graduated from the University of Florida in 1984 and returned for his MBA, which he received in 1988. Geoff has been swimming competitively since childhood and was named an All-American Swimmer 12 times before graduating from Baylor Prep School in Chattanooga.

Geoff Gaberino has worked in marketing and product development for several national companies including Schering-Plough, Proctor and Gamble, and AT&T, where he brought to market the campaign "AT&T: Best Just Got Better."

Geoff is currently involved in marketing and promotional strategies for the Atlanta Olympics. He also is a member of the National Executive Committee of Swim Across America, a non-profit organization that raises funds for cancer research. He volunteers for the Atlanta Committee on the Games (ACOG) which brings educational programs about the Olympics into middle schools.





## Debbie Miller Palmore

Debbie Miller Palmore was a collegiate All-American at Boston University and a member of the 1980 United States Women's Olympic Basketball Team. She still holds Boston University's records for scoring, rebounding, assists, and steals. She graduated cum laude

from BU in 1981 and pursued her dream of a career as a professional athlete. She played and coached basketball in Europe and South America and taught and counseled students in physical education and health, as well as basketball, volleyball, softball, and track and field.

Debbie has been instrumental in the development of the Atlanta franchise of the American Basketball League, the newest women's professional leagues. She serves as general manager of the Atlanta franchise and consultant to the League. Along with Evander Holyfield, Edwin Moses and Lee Haney, Debbie serves as a Commissioner of the Inner City Games, the Olympic-styled competition spearheaded by Arnold Schwarzenegger. In 1992, Debbie founded the *Top of the Key Foundation*, a non-profit organization aimed at providing basketball instruction to young women and instilling in them the benefits of sports and sportsmanlike conduct as women and citizens.

Debbie Miller Palmore will be heard all over the world this summer as the public address announcer for the 1996 Olympic Women's Basketball program. As the radio host of the "Women's Sports Connection," Debbie addresses issues and concerns which coaches and players deal with on and off the field. Debbie is a member of the Georgia Olympians, the Women's Basketball Coaches Association, the Women's Sports Foundation, and Sportsnet.



## Wendy Lian Williams

Wendy Lian Williams won the Bronze Medal in platform diving at the 1988 Summer Olympics in Seoul, Korea. She was a five-time National Champion in 10m platform and the 1989 NCAA champion in platform as well as the NCAA's Woman Diver of the Year while

a student at the University of Miami.

Wendy Lian Williams' diving career began as a child in Bridgeton, Missouri where she began playing on a trampoline in her yard before she was a year old. She recalls that "from a very young age I just loved bounding and twirling in the air." At 14, she moved to Mission Viejo, California to train with U.S. Olympic coach Ron O'Brien. She went on to win the 1-meter in the 15-17 year old division at the 1983 World Age Group Championships. She finished third in the 1984 Olympic Trials and won the 3-meter event at the 1984 Outdoor Nationals.

In a career highlight, Wendy captured the Gold Medal in platform diving at the 1989 FINA World Diving Cup before attempting her final dive. At the 1990 U.S. Olympic Festival, she placed first in platform diving, and took the Bronze Medal at the 1991 World Championships.

She was forced to retire from competitive diving in 1992 due to a spinal injury. She currently works as a sports commentator for diving competitions, and makes public appearances on behalf of several Olympic sponsors.

# Major Speakers and Featured Presentations

## Closing Session

### A New Landscape: Student Affairs in the 21st Century

Sunday, March 17

10:30 a.m. - 11:45 a.m.

Marquis Ballroom, Salons I & II

*Moderator:*

*George Kuh, Indiana University*

*Panelists:*

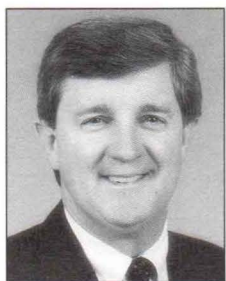
*Jon Dalton, Florida State University*

*Janet Smith Dickerson, Duke University*

*Anne Golseth, Ohlone College*

*Larry Roper, Oregon State University*

This session will focus on what the future holds for student affairs practitioners. The panelists will address how they perceive the landscape and specifically how they will do their jobs differently in the next ten years as they seek to redefine learning. It is hoped that the experience of each panelist, the monograph material, as well as the conference speakers will reinforce the theory-to-practice link.



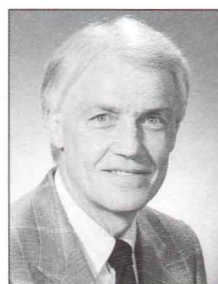
### George Kuh

George Kuh's work is familiar to practitioners and scholars of higher education and to the membership of NASPA. He is professor of higher education in the School of Education and the Graduate School at Indiana University where he coordinates the doctoral and

master's programs in higher education and student affairs. He is affiliated with the Center for Postsecondary Research and planning and directs the College Student Experience Questionnaire Research and Distribution Program.

Dr. Kuh is among the most frequently published researchers in the field of higher education and student affairs, with over 150 publications and hundreds of professional presentation in his background. His recent research and scholarly activities have focused on campus cultures, out-of-class experiences of undergraduates and the institutional conditions that foster student learning. He is the author of five books including Involving Colleges (1991), The Invisible Tapestry: Culture in American College and Universities (1988), and Indices of Quality in the Undergraduate Experience (1981).

NASPA honored George Kuh with the Robert H. Shaffer Award for Academic Excellence as a Graduate Faculty Member in 1994 and the NASPA Outstanding Contribution to Literature or Research Award in 1987. Dr. Kuh has also received the Contribution to Knowledge Award from ACPA in 1986, and the Outstanding Contribution to the Profession Award from the College Student Personnel Association of New York (CSPA) in 1986. He received his undergraduate degree from Luther College, his M.S. from St. Cloud State University, and his Ph.D from the University of Iowa.



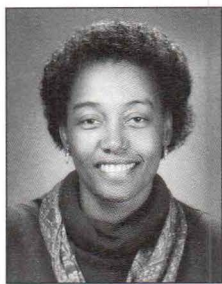
### Jon C. Dalton

Jon C. Dalton began his service as Vice President for Students Affairs at Florida State University in 1989. Dr. Dalton is responsible for planning, development, and supervision of the daily out-of-classroom life and activities of students. Prior to this, Jon Dalton

served as Vice President for Student Affairs and Adjunct Professor at Northern Illinois University. He held a similar position at Iowa State University. Dalton served as Director of Human Relations at the University of Kentucky, foreign student adviser at Kentucky, and social worker with a New Haven social services organization. Dr. Dalton has degrees from Franklin College, Yale University, and the University of Kentucky. He was the recipient of a Fulbright Grant and a Rockefeller Foundation Grant for Research and Graduate Study. He was awarded the Outstanding Service Award from the Iowa Student Personnel Association. As president of NASPA, Jon Dalton has encouraged the development of international partnerships with student affairs colleagues in other nations. Adding to his extensive work in Costa Rica, The West Indies, the Czech Republic, and Germany, Jon has enlarged the association to include colleagues in Mexico and France.



## Major Speakers and Featured Presentations



### Janet Smith Dickerson

Janet Smith Dickerson began her tenure as Vice President for Student Affairs at Duke University in 1991. Her move to Durham, North Carolina came after a ten year career as Dean of the College at Swarthmore College in Pennsylvania, service as the Associate

Dean of Students at Earlham College in Indiana, a Counselor in Educational Development at the University of Cincinnati, and work as a junior high teacher and counselor in schools in Cincinnati. Smith Dickerson has been actively involved in institutional accreditation, serving on regional evaluation teams and institutional assessment committees. A returning faculty member for the HERS/Bryn Mawr Summer Institute for Women in Higher Education, Janet Smith Dickerson has increased her professional contributions to include service on the Campus Trends Advisory Committee for the American Council on Education, the NASPA Region II Advisory Board, the NASPA National Women's Task Force, the ACE National Identification Program for Women in Higher Education, and the Association of Black Women in Higher Education. Ms. Smith Dickerson serves on a number of boards including: Guilford College, North Carolina Central University Art Museum, the Center for Documentary Studies at Duke University, and the Valentine Foundation. Janet Smith Dickerson holds degrees from the Western College for Women (Miami University); and Xavier University, and has honorary degrees from Swarthmore College and Xavier University.

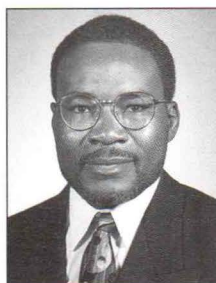


### Anne E. Golseth

Anne E. Golseth is Vice President for Student Services at Ohlone College in Fremont, California. Dr. Golseth is the 1995 recipient of the Scott Goodnight Award for Outstanding Performance as a Dean from NASPA. Golseth has served in her current position since

1977. She began her career as a head resident at Cornell University, and has held various positions at Mills College, Kent State University, the University of North Dakota, Michigan State University, and the University of California at Davis. Throughout her career, she has been known for her perseverance and innovation in developing and maintaining excellent student services programs. Dr. Golseth has been actively involved in NASPA, serving on the Journal Editorial Board, as coordinator of the Northern California Executive

Committee, and as a member of the Board of Directors. She also served as a member of the Plan for a New Century Committee which developed the landmark document, "A Perspective on Student Affairs." Dr. Golseth holds degrees from the University of Colorado, Cornell University, and Michigan State University.



### Larry Roper

Larry Roper is currently Vice Provost for Student Affairs at Oregon State University. He assumed this position in July of 1995 following his service as Vice President for Student Affairs and Dean of Students at St. John Fisher College in New York. Dr. Roper has

held numerous positions in students affairs, including: Director of Housing at Ashland College in Ohio, Associate Dean of Students at St. Joseph's University in Pennsylvania, Coordinator of Minority Affairs at St. Mary's College of Maryland, and Dean of Students at Beaver College in Pennsylvania. Dr. Roper has earned degrees from Heidelberg College in Ohio, Bowling Green State University, and the University of Maryland at College Park. Larry Roper has served as a leader in both NASPA and ACPA. NASPA leadership positions include roles with the 1996 and 1997 conference committees, Chair of the Masters Case Challenge, member of the Monograph Editorial Board, and Chair of the Small College and University Network. In ACPA Roper has served as the Graduate Student member of the Executive Board, Membership Chair, Commission Directorate member, and on the conference planning committee. Committed to teaching and service, he continues to teach courses in the areas of racism in education and society, leadership development, and sociology. He has served on several community boards, including: the Aesthetic Education Institute, the Center for Youth Services and the Montgomery Neighborhood Center (all in Rochester, New York). He has been a community leader in programs including: Leadership Rochester, Safe School Climate Task Force, the Community-wide Initiative to Reduce Racial Polarization, and the Community Mobilization Against Violence.

# Special Programs for Chief Student Affairs Officers

The Program Committee has been careful to choose programs that may be of special interest to Chief Student Affairs Officers. Those programs include:

## Friday, March 15

- 19. NASPA's Reasonable Expectations Project: A Progress Report**  
10:45 a.m. - 12:00 p.m. - Cabinet  
*Coordinating Presenter: Thomas E. Miller, Canisius College*
- 32. Creating Collaborative Partnerships: An Imperative for Redefining Student Learning**  
10:45 a.m. - 12:00 p.m. - Stockholm  
*Coordinating Presenter: Charles C. Schroeder, University of Missouri-Columbia*
- 40. Building Partnerships for Service Learning Between Academic and Student Affairs**  
12:15 p.m. - 1:30 p.m. - Bonn  
*Coordinating Presenter: Penny Rue, Georgetown University*
- 79. All the Same Students: Integrating Student Services and Instruction**  
3:30 p.m. - 4:45 p.m. - Crystal F, Hilton Hotel  
*Coordinating Presenter: Debra Sullivan, North Seattle Community College*
- 95. Apples and Oranges: Creating Partnerships Between Academic and Student Affairs**  
3:30 p.m. - 4:45 p.m. - Rhine-Savoy  
*Coordinating Presenter: Sheila Murphy, Simmons College*

## Saturday, March 16

- 107. Partners in the Wilderness: Building Alliances with Faculty to Redefine Learning**  
9:00 a.m. - 9:30 a.m. - London  
*Coordinating Presenter: K. D. Digregorio, Northwestern University*
- 151. A National Longitudinal Study on Student Retention and Graduation Rates**  
1:15 p.m. - 2:30 p.m. - McKenzie  
*Coordinating Presenter: L. Sandy MacLean, University of Missouri-St. Louis*

## Sunday, March 17

- 186. Reflection Break on Assessment: How Do We Know Whether and What Students are Learning**  
9:00 a.m. - 10:15 a.m. - Zurich  
*Coordinating Presenter: M. Lee Upcraft, Pennsylvania State University*



# Schedule at a Glance

Wednesday, March 13, 1996

## Conference Services

8:00 a.m. - 6:00 p.m.	Conference Headquarters <i>Press Room</i>
8:30 a.m. - 9:15 a.m.	Volunteer Orientation <i>Quebec</i>
9:00 a.m. - 7:00 p.m.	Career Services <i>International Exhibit Hall - South</i>
10:00 a.m. - 8:00 p.m.	Hospitality Center <i>Nile</i>
12:00 p.m. - 6:00 p.m.	Conference Registration <i>Imperial Registration</i>
2:00 p.m. - 2:30 p.m.	Career Services Volunteer Orientation <i>International Exhibit Hall - South</i>
4:00 p.m. - 4:45 p.m.	Volunteer Orientation <i>Quebec</i>
5:00 p.m. - 5:30 p.m.	Career Services Volunteer Orientation <i>International Exhibit Hall - South</i>

## Conference Activities

8:00 a.m. - 5:00 p.m.	NASPA Board of Directors' Meeting <i>Calgary</i>
9:00 a.m. - 4:00 p.m.	Pre-Conference Workshops
3:00 p.m. - 6:00 p.m.	JASPA Conference <i>Consulate</i>
5:30 p.m. - 6:45 p.m.	Career Services Interest Session <i>Tenth Floor - North (Section 6)</i>
8:00 p.m. - 9:30 p.m.	Graduate Student Reception <i>Cabinet</i>

Thursday, March 14, 1996

## Conference Services

7:30 a.m. - 8:00 a.m.	Career Services Volunteer Orientation <i>International Exhibit Hall - South</i>
8:00 a.m. - 4:30 p.m.	Career Services <i>International Exhibit Hall - South</i>
8:00 a.m. - 4:30 p.m.	Conference Registration <i>Imperial Registration</i>
8:00 a.m. - 5:00 p.m.	Hospitality Center <i>Nile</i>
8:00 a.m. - 5:00 p.m.	Conference Headquarters <i>Press Room</i>
11:00 a.m. - 11:30 a.m.	Career Services Volunteer Orientation <i>International Exhibit Hall - South</i>
11:00 a.m. - 5:00 p.m.	Exhibits <i>International Exhibit Hall - North</i>
2:00 p.m. - 2:45 p.m.	Volunteer Orientation <i>Riviera</i>

## Conference Activities

7:00 a.m. - 8:30 a.m.	MUFP National Advisory Board Meeting <i>Rhine-Savoy</i>
8:30 a.m. - 1:00 p.m.	JASPA Conference <i>Marquis Ballroom - Salon IV</i>
8:30 a.m. - 4:30 p.m.	Doctoral Student Colloquium <i>Quebec</i>
9:00 a.m. - 9:45 a.m.	Volunteer Orientation <i>Riviera</i>
9:00 a.m. - 4:00 p.m.	Pre-conference Workshops
10:00 a.m. - 12:00 p.m.	NASPA Foundation Board Meeting <i>Chardonnay</i>
10:00 a.m. - 11:15 a.m.	Career Services Interest Session <i>Tenth Floor - North (Section 6)</i>
11:00 a.m. - 2:00 p.m.	National Network Chairs' Orientation and Meeting <i>Amsterdam</i>
11:45 - 12:45 p.m.	Luncheon for Fraternity Staff and Volunteers (NPC, FEA, and NIC) <i>Stockholm</i>

12:00 p.m. - 4:00 p.m.	Region III Advisory Board Meeting <i>Rhine-Savoy</i>
12:00 p.m. - 4:00 p.m.	Region IV-West Advisory Board Meeting <i>Trinidad-Madrid</i>
1:00 p.m. - 3:30 p.m.	Region II Advisory Board Meeting <i>Picard-Chablis</i>
1:30 p.m. - 3:30 p.m.	NASPA Minority Undergraduate Fellows and Mentor Session <i>Bonn</i>
1:30 p.m. - 4:30 p.m.	Fraternity Executives Association Board Meeting <i>Calgary</i>
2:00 p.m. - 3:30 p.m.	Gay, Lesbian, and Bisexual Concerns Network New Professionals Meeting <i>Cabinet</i>
2:30 p.m. - 3:30 p.m.	International Visitors' Orientation <i>Summit</i>
3:00 p.m. - 4:00 p.m.	Orientation for Master's Student Case Study Competition <i>Chardonnay</i>
3:00 p.m. - 4:00 p.m.	Community College Network Reception <i>Champagne</i>
3:30 p.m. - 5:00 p.m.	Newcomers Orientation and Reception <i>Amsterdam-Stockholm-Copenhagen</i>
4:00 p.m. - 5:00 p.m.	International Visitors' Reception <i>President's Suite</i>
5:15 p.m. - 9:00 p.m.	Opening Session and Reception Cornel West, Major Speaker <i>Marquis and Imperial Ballrooms</i>
8:00 p.m. - 10:00 p.m.	Reception for NASPA Members Sponsored by The Fraternity Executives Association, National Interfraternity Conference, and National Panhellenic Conference Tenth Floor - South
9:00 p.m. - 12:00 a.m.	Region V Reception Region V Suite



# Pre-Conference Workshop Schedule

## Half-Day Programs

### 1. Using Continuous Improvement Methods to Transform the Learning Environment

Wednesday, March 13, 9:00 a.m. - 12:00 p.m.

Bonn

*Karl J. Beeler, University of Missouri - St. Louis*

*Pamela J. Moehl, University of Missouri - St. Louis*

This interactive workshop demonstrates how continuous improvement methods are utilized to achieve significant organizational change. It is designed for student affairs practitioners with many responsibilities who wish to work collaboratively with other units, including academic affairs. Methods and techniques will be practiced using actual case studies. Participants will leave with greater understanding, numerous resources, and knowing how to begin a continuous improvement process.

### 2. Global Communication: Transforming Habitual Communication Patterns into Enhanced Collaborative Outcomes

Wednesday, March 13, 9:00 a.m. - 12:00 p.m.

London

*James William Gibson, Sam Houston State University*

Habitual communication depreciates collaborative outcomes. Refocusing communication through neurolinguistics (the way individuals receive and process information) enhances acceptance of our collaborative ideas and concepts. By learning to customize our communication, the university community will be able to see us in a new light, hear us with clarity, and our presence on campus will be felt in a new way.

### 3. Title IX Investigations and Student Discipline: A Practitioner's Approach

Wednesday, March 13, 9:00 a.m. - 12:00 p.m.

Sydney

*Rita E. Walker, University of California - Santa Cruz*

*Margaret Ortega, University of California - Santa Cruz*

This workshop provides participants with a "hands-on" approach to investigate Title IX complaints of sexual assault, rape, and sexual harassment and how to interface and work collaboratively with the student discipline process. During the presentation, participants will share their failures and successes. The in-depth view of investigations and discipline from the participants' institutions, as well as the presenters' depth and breadth of experience will provide participants with invaluable tools and information.

### 4. How to Find Dollar\$ in Tight Budget Times

Wednesday, March 13, 1:00 p.m. - 4:00 p.m.

Bonn

*Judith S. Berson, Broward Community College*

Student Affairs program administrators are faced with the challenge of securing scarce resources to fund student services programs. Learn a step-by-step approach to researching funding sources, making a case for needed support, outwitting your competition, and preparing winning grant proposals from a highly successful grant seeker.

# Pre-conference Workshops

Participation in Pre-conference

Workshops requires that you register in advance and that you pay the required registration fee. There are a variety of sessions, offering in-depth exploration of important issues, from which you may choose. Though some sessions may be filled to capacity, there are spaces available in others. Please consult with the On-site Conference Registration (Imperial Registration) to enroll in a workshop or inquire about space availability.

# PRE-CONFERENCE WORKSHOPS

## 5. **Higher Learning: Accurate Portrayal or Provocative Misrepresentation?**

Wednesday, March 13, 1:00 p.m. - 4:00 p.m.

Sydney

*Timothy F. Brooks, University of Delaware*

*Cynthia Cummings, University of Delaware*

*Camille Consolvo, University of Missouri-Rolla*

John Singleton's movie "Higher Learning" has created an uproar on campuses throughout the country. He portrayed aspects of racism, white supremacy, sexual assault, and homophobia in his film. Participants will view the film and openly discuss these critical issues that face higher education.

## 6. **Developing a Comprehensive Sexual Assault Prevention Program**

Wednesday, March 13, 1:00 p.m. - 4:00 p.m.

Summit

*Ruth Anne Koenick, Rutgers University*

*Paul A. Herman, Livingston College, Rutgers University*

Developing a comprehensive sexual assault prevention program requires cooperation among a broad range of Student Affairs offices as well as coordination among other campus agencies. This program is designed to demonstrate ways that Rutgers University developed two important aspects of a comprehensive program: a campus-wide sexual assault protocol and theater programs that serve as one of the most important educational tools for changing student attitudes and behaviors.

## 7. **Spelman College: Forging Partnerships in a Liberal Arts College for the 21st Century**

Wednesday, March 13, 1:00 p.m. - 4:00 p.m.

Spelman College - Contact Conference Registration for Transportation Information

*Johnetta Cross Brazzell, Spelman College*

Participants will be invited to the campus of this historic college for African American women. The program will explore the role of Student Affairs in a liberal arts college as it prepares for the 21st century. The process of forging partnerships within the college will be examined through discussion with other Vice Presidents and Student Affairs staff.

## 8. **Outsourcing X, Y, or Z Service... Will English 101 be Next?**

Wednesday, March 13, 1:00 p.m. - 4:00 p.m.

London

*Richard J. Correnti, Florida International University*

*Richard D. Wertz, University of South Carolina*

*Stan Kinder, Collegiate Health Care*

This program reviews the current status of outsourcing in higher education, what is driving it, the strategic value, pitfalls, politics, current employee issues, dollars, RFP's, contracts, and the best thinking about the future. It also will explore the role of the Vice President for Student Affairs in this partnership, what to look for in a contractor and what the contractor looks for in the organization.

## 9. **Student Affairs in Hong Kong**

Thursday, March 14, 9:00 a.m. - 12:00 p.m.

Bonn

*Luke S. Wong, Hong Kong University of Science and Technology*

*Theseus Leung, City University of Hong Kong*

*Ophelia Ha, Hong Kong University*

*Eddie Ho, Hong Kong Baptist University*

Leading student affairs workers from Hong Kong will be presenting to NASPA members the latest developments and issues in student affairs work that are of common concern to U.S. and Hong Kong NASPA members. Discussion will include the impact of the use of information technology, community service projects, international cooperation in training and development of staff, and collection of data for forecasting and planning.

## 10. **Sexual Assault: Policies, Conduct Code Provisions, and Case Management Issues**

Thursday, March 14, 9:00 a.m. - 12:00 p.m.

Consulate

*Gail Abarbanel, Rape Treatment Center, Santa Monica, CA*

*Catherine A. Farman, Rape Treatment Center*

This presentation provides information about policies, conduct code provisions, and case management strategies that protect the rights of victims and accused students in sexual assault cases and ensure institutional compliance with new Federal mandates. The college's legal responsibilities and liabilities for sexual assault cases are discussed. Case examples and innovative policies utilized on campuses throughout the United States are included.



## 11. The Student Handbook: A Web Application Designed for Student Success

Thursday, March 14, 9:00 a.m. - 12:00 p.m.

Sydney

*Linda S. Belote, University of Minnesota, Duluth*

*Pat Treuer, University of Minnesota, Duluth*

The Student Handbook is a learner-centered, user-friendly, multi-media document easily accessible to students through the graphical browser on the World Wide Web. It maps significant academic, social and career competencies students acquire at the University of Minnesota, Duluth (UMD). The Student Handbook will guide students through the development of those competencies which are desirable at each stage of college life, from admissions through graduation. The acquisition of transferable skills can be documented in a part of the handbook called the Learning Portfolio.

## 12. A Comprehensive Model for Student Affairs Assessment

Thursday, March 14, 9:00 a.m. - 12:00 p.m.

Cabinet

*M. Lee Upcraft, Pennsylvania State University*

This workshop focuses on why assessment in student affairs is an urgent priority for our profession, and will be based on a comprehensive assessment model which includes (1) keeping track of use of services, programs, and facilities, (2) assessing student needs, (3) assessing student satisfaction, (4) assessing outcomes, (5) assessing campus environments, (6) comparing services, programs, and facilities to other institutions, and (7) using professional standards. Participants will be provided with specific assessment techniques and designs to implement on their own campuses.

## 13. Not for "Minorities" Only:

### Multicultural/Cross-Cultural Centers

Thursday, March 14, 9:00 a.m. - 12:00 p.m.

Copenhagen

*Corina Espinosa, University of California, Irvine*

*Lori S. White, Georgetown University*

*Angela Gee, California State Polytechnic University,*

*Pomona*

This session will present the Cross-Cultural Center at the University of California, Irvine as a case study and model for the development and establishment of cross-cultural/multicultural centers on college campuses. Although the Cross-Cultural Center's mission is to provide support for the personal, cultural, social, and academic well-being of traditionally underrepresented students on campus, it is not for "minorities" only. The session will cover the history and growth of the center; present issues and factors for consideration in the design, development, and implementation, and offer discussion on the integral role of these centers.

## 14. The Learning Organization in Student Affairs: Redefining Roles and Responsibilities

Thursday, March 14, 1:00 p.m. - 4:00 p.m.

Thames

*David H. Kalsbeek, Xavier University*

*Charles Schroeder, University of Missouri*

Redefining learning requires that we focus not only on how students learn but how organizations learn. The learning organization is one framework for redefining the roles and responsibilities of the student affairs organization. This session provides an overview of the principles and perspectives of the learning organization and offers examples from two institutions of efforts to put these practices in place.

## 15. CHOICES© An Adjunctive Intervention to Acts of Aggression on Campus

Thursday, March 14, 1:00 p.m. - 4:00 p.m.

London

*Craig Boatman, Northeastern University*

*Sara Robles-Regan, Family and Children's Services*

Traditional disciplinary approaches to campus aggression may insufficiently address the "window of opportunity" to transform a student's significant personal problem into a fruitful learning experience. CHOICES©, Choosing Healthy Options in Conflict-Evoking Situations, an educational program, utilizes a "critical reasoning" and non-judgemental approach to teach anger management skills. Its referral process, didactic content and experiential activities will be presented.

## 16. Games Trainers Play: Designing Interactive Workshops

Thursday, March 14, 1:00 p.m. - 4:00 p.m.

Sydney

*Jeffrey B. Cufau, National Interfraternity Council*

Promoting true learning requires meeting the diverse needs of workshop participants. Research has demonstrated that interactive and experiential teaching techniques foster greater learning. This session reviews and applies the fundamentals of designing interactive educational workshops. Participants will leave able to apply these techniques to any workshop they must subsequently design and with an expanded experiential "bag of tricks."

## 17. Working with Gay/Lesbian Students at Catholic Colleges

Thursday, March 14, 1:00 p.m. - 4:00 p.m.  
Consulate

*Sandra Estanek, Ursuline College*

*Colleen Hegranes, College of St. Catherine*

*Patrick Love, Kent State University*

*Gregory Roberts, The University of St. Thomas*

*Rev. Richard Salmi, SJ, John Carroll University*

Participants will: 1) discuss a model of integrating student development within the mission of a church-related college; 2) learn successful strategies for working with gay/lesbian students at church-related colleges; 3) network with colleagues at similar institutions; and 4) explore possible follow-up activities. While the experiences will be drawn from Catholic institutions, the presenters believe the program is relevant for other church-related colleges.

## 18. Integrating Leadership Education into Courses and Laboratories

Thursday, March 14, 1:00 p.m. - 4:00 p.m.  
State

*David Haviland, Rensselaer Polytechnic University*

*Linda Teitleman McCloskey, Rensselaer Polytechnic University*

*Jane Reel, Rensselaer Polytechnic University*

Student Affairs professionals at a technology-based university have collaborated with more than fifty faculty in classrooms and laboratories for the past four years. This workshop addresses how these staffs were invited to the courses, models some of the techniques used to form relationships with faculty, describes the obstacles to be overcome, and outlines strategies for success.

## 19. Student Affairs/Academic Affairs Collaboration

Thursday, March 14, 1:00 p.m. - 4:00 p.m.  
Zurich

*James C. Hurst, University of Wyoming*

This session is limited to Senior Student Affairs Officers. Through small and large group processes, participants will have the opportunity to share information on their relationships and institutional approaches to collaboration. The facilitator will help participants examine the nature of their relationships with academic colleagues. The workshop will also allow for opportunities to identify challenges, dilemmas and strategies used by others to confront difficult issues.

# Full-Day Programs

## 20. Legal and Ethical Practice: Redefining and Refining What We Know

Wednesday, March 13, 9:00 a.m. - 4:00 p.m.  
Zurich

*Sophie W. Penney, Hanover College*

*Donald Gehring, Bowling Green State University*

*Victoria Guthrie, Bowling Green State University*

*Jan Alan Neiger, Bowling Green State University*

As we redefine what it means to learn, the ways in which practitioners consider legal issues will change. More than ever before, student affairs professionals will be required to understand and communicate with students about the inter-relationship of legal and ethical behavior. In this interactive workshop, participants will discuss legal and ethical issues that have implications for practice.

## 21. A Market Driven Approach to Facilities Planning for the 21st Century

Wednesday, March 13, 9:00 a.m. - 4:00 p.m.  
State

*Brenton Steele, University of New Orleans*

*Paul Brailsford, Brailsford Associates*

This two part workshop discusses new market driven techniques for evaluating and improving the "quality of life" facilities such as student housing, recreation centers, and college unions. During the morning session participants will discuss methodologies which empower university administrators to be confident decision makers while planning facilities improvements which complement the institution's strategic plan. In the afternoon, a panel of Student Affairs personnel from various universities who have used these innovative methods to improve their campus environment will discuss their experiences.

## 22. Building Community Through the Acceptance of Diversity: Leadership for Diversity

Thursday, March 14, 9:00 a.m. - 4:00 p.m.  
Hilton Crystal - E, Hilton Hotel

*Kevin Shollenberger, University of Hawaii at Manoa*

*Jean Ward-Estes, Emory University*

The world is in an historic new period that requires bold and courageous leadership. Our campuses must aim to develop a new kind of leader: one who initiates diversity programs, takes principled stands, enters the heat of emotional group conflicts and builds bridges, and a leader who models being a fierce ally for all groups. This session introduces a leadership for diversity model that is being used by campus teams across the country.



**23. From "Housing College Students in Residence Halls" to "Housing Single Young Adults in Market Rate Facilities."**

Thursday, March 14, 9:00 a.m. - 4:00 p.m.

Georgia Tech - Contact Conference Registration for Transportation Information

*Page King, Georgia Tech*

*Terry Sichta, Georgia Tech*

*Richard Avery, Georgia Tech*

Threatened with outsourcing, charged with construction of 4,800 beds and renovation of 4,500 more, challenged with reducing freshman attrition from 18% to under 10%, preparing to become the 1996 Olympic Village, and incurring \$120 million debt service required getting "out of the box" - way out of the box. Join us for a fast paced day of touring and discussion aimed at developing strategies to create mandates for change in your own environment. This session will be held on the Georgia Tech campus.

**24. Use of the Kingian Philosophy of Conflict Resolution in College Communities**

Thursday, March 14, 9:00 a.m. - 4:00 p.m.

King Center - Contact Conference Registration for Transportation Information

*Bernard James, Martin Luther King, Jr. Center for Nonviolent Social Change, Inc.*

The King Center will host this one-day orientation to Kingian Nonviolence. This program is tailored to student affairs staff and focuses on issues of violence on college campuses. The presenter will illustrate how the Kingian Philosophy of conflict reconciliation can be used as a framework and foundation toward organizing and mobilizing communities/campuses to assist in reducing crime. Included in the program are: demonstrations of Kingian Nonviolence in personal conflicts; case histories for the application of the philosophies in schools, workplaces, and other communities; and how we can use our commonalities to overcome the issues that typically divide us.

# Schedule at a Glance

Friday, March 15, 1996

## Conference Services

7:30 a.m. - 8:00 a.m.	Career Services Volunteer Orientation <i>International Exhibit Hall, South</i>
8:00 a.m. - 8:45 a.m.	Volunteer Orientation <i>Summit</i>
8:00 a.m. - 5:00 p.m.	Career Services <i>International Exhibit Hall, South</i>
8:00 a.m. - 5:00 p.m.	Conference Registration <i>Imperial Registration</i>
8:00 a.m. - 6:00 p.m.	Hospitality Center <i>Nile</i>
8:00 a.m. - 6:00 p.m.	Conference Headquarters <i>Press Room</i>
5:00 p.m. - 5:45 p.m.	Volunteer Orientation <i>State</i>

## Conference Activities

6:45 a.m. - 7:45 a.m.	Fun Run <i>Lobby of the Marriott</i>
7:00 a.m. - 8:00 a.m.	Aerobics <i>Marquis Ballroom, Salon I</i>
7:00 a.m. - 8:30 a.m.	ACSD Prayer Breakfast <i>Amsterdam</i>
7:00 a.m. - 8:30 a.m.	NASPA Regional Membership Coordinators' Meeting <i>Quebec</i>
7:00 a.m. - 8:45 a.m.	NASPA Monograph Board Meeting <i>Cabinet</i>
7:00 a.m. - 8:45 a.m.	Region V - Senior Student Affairs Officers' Continental Breakfast <i>Region V Suite</i>
7:00 a.m. - 8:45 a.m.	Focus Group Discussion by the National Interfraternity Conference <i>State</i>
7:00 a.m. - 8:45 a.m.	Region I Advisory Board Meeting <i>Thames</i>

7:00 a.m. - 8:45 a.m.	NASPA Journal Editorial Board Meeting <i>Zurich</i>
7:15 a.m. - 8:45 a.m.	Women in Student Affairs Network Regional Chairs and Coordinators' Meeting <i>Rhine-Savoy</i>
8:30 a.m. - 9:00 a.m.	Coffee Break Sponsored by Student Insurance Division <i>Convention Level</i>
8:30 a.m. - 3:30 p.m.	Exhibits <i>International Exhibit Hall-North</i>
9:00 a.m. - 10:15 a.m.	Interest Sessions
9:00 a.m. - 10:15 a.m.	Major Speaker, Johnnetta Cole <i>Imperial Ballroom, Salons A &amp; B</i>
9:00 a.m. - 10:15 a.m.	Career Services Interest Sessions <i>Tenth Floor, South</i>
9:00 a.m. - 4:15 p.m.	Master's Student Case Study Competition <i>Calgary</i>
10:45 a.m. - 12:00 p.m.	Career Services Interest Session <i>Tenth Floor - South</i>
10:45 a.m. - 12:00 p.m.	Interest Sessions
11:30 a.m.	Exhibit Drawing <i>International Exhibit Hall - North</i>
11:30 a.m. - 1:30 p.m.	Golden Key National Honor Society Honorary Member Luncheon <i>Arbor Restaurant</i>
12:00 p.m. - 2:00 p.m.	Past Presidents' Luncheon <i>President's Suite</i>
12:15 p.m. - 1:30 p.m.	Interest Sessions
2:00 p.m.	Exhibit Drawing <i>International Exhibit Hall - North</i>
2:00 p.m. - 3:15 p.m.	Interest Sessions
2:00 p.m. - 3:15 p.m.	Major Speaker, Edgar Beckham <i>Marquis Ballroom, Salons I &amp; II</i>
2:00 p.m. - 4:45 p.m.	Symposium on Global Student Affairs (Parts I & II) <i>Amsterdam</i>



3:30 p.m. - 4:45 p.m.	Interest Sessions	7:00 p.m. - 8:30 p.m.	Fraternity and Sorority Network Meeting
5:00 p.m. - 6:00 p.m.	Regional Business Meetings: Region I <i>Copenhagen</i> Region II <i>Bonn</i> Region III <i>London</i> Region IV-E <i>Madrid</i> Region IV-W <i>Summit</i> Region V <i>Amsterdam</i> Region VI <i>Cabinet</i>	7:00 p.m. - 8:30 p.m.	<i>State</i> Adult Learners and Commuter Students Network Meeting <i>Summit</i>
5:00 p.m. - 6:00 p.m.	Reception for Catholic Colleges and Universities <i>Calgary</i>	7:00 p.m. - 8:30 p.m.	International Education Network Meeting <i>Sydney</i>
5:00 p.m. - 7:00 p.m.	NASPA Minority Undergraduate Fellows Program Reception <i>Tenth Floor, South</i>	7:00 p.m. - 8:30 p.m.	Disability Concerns Network Meeting <i>Yukon</i>
5:00 p.m. - 9:00 p.m.	Symposium on Global Student Affairs (Part III) <i>Champagne</i>	7:00 p.m. - 8:45 p.m.	New Professionals Network Meeting <i>Zurich</i>
6:00 p.m. - 7:00 p.m.	Network Reception and Fair <i>Marquis Ballroom,</i> <i>Salons I &amp; II</i>	7:00 p.m. - 9:00 p.m.	Association for Student Judicial Affairs Reception Meeting <i>Stockholm</i>
6:00 p.m. - 7:30 p.m.	Reception for Graduate Program Faculty <i>President's Suite</i>		Reception for Participants in the African American Student Affairs Professional Extended Session <i>Thames</i>
6:00 p.m. - 11:30 p.m.	Shuttle Bus to Restaurants	8:00 p.m. - 9:00 p.m.	Fulbright Reception <i>President's Suite</i>
6:30 p.m. - 8:00 p.m.	NASPA Foundation Reception <i>Consulate</i>	9:00 p.m. - 11:00 p.m.	NASPA Regional Receptions Region I <i>Region I Suite</i> Region II <i>Region II Suite</i> Region III <i>Region III Suite</i> Region IV-E <i>Region IV-E</i> <i>Suite</i> Region IV-W <i>Region IV-W</i> <i>Suite</i> Region V <i>Region V Suite</i> Region VI <i>Region VI Suite</i>
7:00 p.m. - 8:30 p.m.	Network for Educational Equity and Ethnic Diversity Meeting <i>Amsterdam</i>		
7:00 p.m. - 8:30 p.m.	Gay, Lesbian, and Bisexual Concerns Network Meeting <i>Bonn</i>		
7:00 p.m. - 8:30 p.m.	Enrollment Management Network Meeting <i>Cabinet</i>		
7:00 p.m. - 8:30 p.m.	Community Colleges Network Meeting <i>McKenzie</i>		
7:00 p.m. - 8:30 p.m.	Women in Student Affairs Network Meeting <i>Copenhagen</i>		
7:00 p.m. - 8:30 p.m.	Small Colleges and Universities Network Meeting <i>London</i>		
7:00 p.m. - 8:30 p.m.	Urban Colleges and Universities Network Meeting <i>Madrid</i>		

# Reflections on Friday

*"Without reflection,  
there can be little learning..."*

(Argyris, 1989)



9:00 a.m. - 10:15 a.m.

**Major Speaker**  
**Johnnetta Cole,**  
**President of Spelman College**  
**Imperial Ballroom,**  
**Salons A & B**

Friday, March 15

9:00 a.m. - 10:15 a.m.

**1. Writing for the NASPA Journal: An Introduction for Authors - Amsterdam**

*Coordinating Presenter:*

*Barbara E. Bender, NASPA Journal Editor*

*Participating Presenter:*

*Mike Lopez, Minnesota State University*

Are you interested in submitting an article for publication to a refereed journal? This session will provide prospective authors with specific information about preparing a manuscript for the *NASPA Journal*. The importance of contributing to the professional literature for those working in student affairs also will be discussed.

**2. Enhancing Financial Aid Operations to Meet Institutional Missions and Goals - Madrid**

*Coordinating Presenter:*

*William Robinson, University of Tennessee, Memphis*

*Participating Presenters:*

*Carol Williams, Mercer University*

*Wayne Baker, Faulkner University*

This session will describe operations innovations which maximize the potential of your financial aid office. The presenters will discuss consulting and processing support alternatives which improve student services, provide competitive advantages, generate cost savings, accelerate award notifications and disbursements, and reduce potential for liability. Testimonials from institutions focusing on enrollment management which have benefited from consulting and outsourcing will be a part of the program.

**3. University of Michigan's Lesbian, Gay, Bisexual Programs Office: Doin' It Right - Cabinet**

*Coordinating Presenter:*

*Ronnie L. Sanlo, University of Michigan*

Students dealing with sexual identity issues are in every college and university in the United States. The

University of Michigan's Lesbian, Gay, Bisexual Programs Office has developed a unique model to address the needs of lesbian, gay, and bisexual students within the division of Student Affairs. This session will discuss this innovative model.

**4. Honoring Learning in the Academy: Reflections from NASPA's Stevens Institute - Consulate**

*Coordinating Presenter:*

*John R. Halstead, University of Maine*

*Participating Presenters:*

*James W. Lyons, Stanford University*

*Robert S. Burke, South Dakota State University*

*Kristine E. Dillon, University of Southern California*

*Joyce A. Jones, Emory University*

*Richard H. Mullendore, University of North Carolina, Wilmington*

*Reginald Redding, Rochester Institute of Technology*

*& National Technical Institute for the Deaf*

*Janet C. Winniford, Texas A&M University*

*Ed Whipple, Bowling Green State University*

Last year, 40 participants attended NASPA's Stevens Institute to honor learning. The institute's main focus was on the latest thinking and literature related to student learning. What emerged was a rekindling of our love of learning. The institute's staff and participants will share their insights of lessons learned and their implications for self-renewal and student development.

**5. Evaluating and Enhancing Human Relations Among Student Affairs Professionals - Copenhagen**

*Coordinating Presenter:*

*O.C. Bobby Daniels, Lincoln University*

*Participating Presenters:*

*Alfred Robinson, Lincoln University*

*James Wims, Lincoln University*

The objectives of this session are to provide student affairs professionals an opportunity to recognize and enhance their understanding of students and colleagues from culturally different backgrounds. The Daniels Test of Interracial Apperception and Ideology, a prototype culture-fair self-scoring test, will be administered. Item analysis of the DTIAI will be the basis for participant interaction.

**6. Preparing Students Committed to Community Service Through Curricular and Co-Curricular Programs - London**

*Coordinating Presenter:*

*Colleen M. Kaminski, University of Detroit - Mercy*

*Participating Presenter:*

*Suzanne Kutterer-Siburt, Southern Illinois University, Edwardsville*

Preparing students for a lifelong commitment to community service is a challenge for higher education. This session will focus on how student participation in community service experiences along with structured

reflection and leadership training can develop a commitment to volunteerism in a multicultural environment. Strategies for working with faculty to incorporate service learning into academic courses, community needs assessment, and successful co-curricular programs will be discussed.

**7. A New Day at KSC: The Establishment of Cross-Functional Teams - Picard-Chablis**

*Coordinating Presenter:*

*Nancy S. King, Kennesaw State College*

*Participating Presenter:*

*Betty L. Siegel, Kennesaw State College*

This presentation will describe the rationale and process involved in redefining and reorganizing the role of student affairs on a commuter campus of 12,000 students. Our experience is a response to the shifting landscape of student affairs and reflects the necessity of more closely aligning our mission, goals, and objectives with the other divisions on the campus.

**8. Assessing the Environment for African American Women in Student Affairs - Quebec**

*Coordinating Presenter:*

*Mary Howard-Hamilton, University of Florida*

*Participating Presenters:*

*Vicki Williams, Spelman College*

*Stacy Campbell, University of Florida*

Women of color in particular feel the effects of the "glass ceiling" while aspiring to greater leadership positions within the university administrative ranks. Results of a research study conducted to assess the work environment and career progression of African American women in higher education institutions will be presented. Suggestions for recruitment, hiring, training, retention, and promotion will also be discussed.

**9. Reflection Break on Student Affairs Landscape - Shangri La**

*Coordinating Presenter:*

*Thomas E. Miller, Canisius College*

Our conference theme, "Redefining Learning," provides an opportunity to reflect on our experiences as both educators and learners. This reflection break offers participants a setting to discuss the question, "In what ways must the student affairs 'landscape' be altered to become more learning-centered?"

**10. Student Activity Funding: Equitable and Organized/Unjust and Chaotic? - Champagne**

*Coordinating Presenter:*

*Sandra M. Emerick, The University of Akron*

Is the funding of student groups and activities a learning process or an unorganized fabricated structure of rules? In this session an existing allocation process

will be presented, other existing strategies will be reviewed, and a discussion among session participants will allow for networking of ideas and sharing of differing institutional attitudes regarding the allocation of general fees.

**11. Current Student Affairs Issues in Community Colleges - Stockholm**

*Coordinating Presenter:*

*Lowell Ford, Chemeketa Community College*

*Participating Presenters:*

*Ray Di Pasquale, Springfield Technical College*

*Bette Simmons, County College of Morris*

*Johnny Crisler, Hinds Jr. Community College - Utica*

*Ron Gerstbauer, North Central Missouri College*

*Paul Raverta, Holyoke Community College*

*Robin Walsh, Mohave Community College*

Student affairs professionals in the community college bring a unique perspective to the impact of technology, interaction with the community, teaching/learning models and reaction to intrusive legislation. Often serving as the first to be impacted by educational change, community college representatives will share their perspectives of critical issues facing the student affairs profession.

**12. Developing a College Conflict Resolution Institute - Summit**

*Coordinating Presenter:*

*Susan Malter, Broward Community College*

*Participating Presenters:*

*Penny McIssac, Broward Community College*

*Liz Atchison, Broward Community College*

This program will address the need for developing on-campus college Conflict Resolution Institutes to deal with changing societal behaviors and expectations. At the end of the program, the participants will understand the constructs of Conflict Resolution Institute and will be able to develop an action plan for their campuses.

**13. A Product of Change: Minority Affairs Programs in the 90's - Sydney**

*Coordinating Presenter:*

*Steven Clark, Central Michigan University*

*Participating Presenter:*

*Murray Edwards, Michigan State University*

Over the last 25 years, Minority Affairs offices have been a form of Affirmative Action for minority students. Unfortunately, as with Affirmative Action, these offices have come under attack over the last several years. This program will look at the history of Minority Affairs programs and develop strategies to deal with some of the critical issues facing the profession.



**14. Fulbright and Other (Free) International Experiences for Student Affairs Professionals - Rhine - Savoy**

*Coordinating Presenter:*

*David McIntire, Azusa Pacific University*

*Participating Presenter:*

*Thomas D. Myers, Eastern Kentucky University*

Two student affairs officers who have received Fulbright travel grants to Germany, Japan, and Korea and other travel grants to China and France will discuss opportunities, application procedures, developing a successful proposal, notification procedures, expectations and evaluation. Open discussion will follow.

**15. Privacy in Judicial Hearings: Is There a Right to Know? - Trinidad**

*Coordinating Presenter:*

*Dennis E. Gregory, University of Tennessee, Knoxville*

*Participating Presenters:*

*Gloria Raines, Louisiana State University, Shreveport*  
*Mark Goodman, Student Press Law Center*

This program addresses balancing students' privacy and the press' right to know about discipline and crime. The discussion will concern application of the Buckley Amendment (FERPA). Presenters are a CSAO who has been the subject of a FERPA lawsuit, a professional who has written/presented on FERPA implications, and the Executive Director of the Student Press Law Center.

**16. Information Technology: Planning for the New Dawn - Bonn**

*Coordinating Presenter:*

*Theodore W. Elling, University of North Carolina, Charlotte*

The purposes of this program are to present and discuss the findings of a Fall 1995 survey of Chief Student Affairs Officers pertaining to the status of Information Technology (IT). The following questions will be addressed: From whom do we draw our IT expertise and knowledge base? How do we acquire, maintain and enhance our IT infrastructures? Where do we get the resources to finance our IT plans? What are the barriers to implementing IT within student affairs?

**37. Sexual Minorities, Student Learning, and CSAOs: Special Challenges - Thames**

*Coordinating Presenter:*

*Patrick G. Love, Kent State University*

*Participating Presenter:*

*Robert Rhoads, Michigan State University*

The CSAO is in a difficult and complex position of addressing issues related to lesbian, gay, and bisexual students, while dealing with many individuals who may not share the values of the student affairs field. In

this program challenges facing the CSAO will be outlined and through discussion strategies to meet the learning and developmental needs of LGB students will be generated.

## Idea Break

10:45 a.m. - 11:15 a.m.

**25. Survival Factors for Black Students on Predominantly White Campuses - London**

*Coordinating Presenter:*

*Mitchel Haralson Jr., Georgia State University*

This program examines the survival of Black students at four predominantly White universities. Qualitative data were collected from 21 key informants selected from 560 Black freshmen and juniors. Peer group influences were listed as a major factor affecting the survival of Black students. Implications for future research on the survival of Black students at White institutions are discussed.

10:45 a.m. - 12:00 p.m.

**17. NASPA International Education Network: Redefining Learning Internationally - Amsterdam**

*Coordinating Presenter:*

*Roger B. Ludeman, University of Wisconsin, Whitewater*

*Participating Presenters:*

*Joan Apple Lemoine, Douglass College*

*Larry Dietz, University of Missouri - Kansas City*

This program is designed to acquaint the conference attendees with the goals and projects of the NASPA International Education Network. Topics such as NASPA ventures at the historic meeting of June, 1995 with the European Council for Student Affairs; the Student Affairs "Tour de France" of September, 1995; tours of American universities for international guests; and pending Network publications will be discussed.

**18. Legal and Ethical Issues Involving the Information Highway and Other Technological Vehicles - Bonn**

*Coordinating Presenter:*

*Randall V. Bass, University of Mississippi*

*Participating Presenters:*

*Timothy D. Letzring, University of Mississippi*

*John Watson, University of Mississippi*

Higher education continues to move toward an ever increasing reliance on technology, primarily computer technology. This reliance creates additional legal and ethical questions, issues, and problems for administrators. Student affairs administrators need to understand these issues and problems and develop strategies to address them.

**19. NASPA's Reasonable Expectations Project: A Progress Report - Cabinet**

*Coordinating Presenter:*

*Thomas E. Miller, Canisius College*

*Participating Presenters:*

*George Kuh, Indiana University*

*James Lyons, Stanford University*

Published by NASPA in 1994, the Reasonable Expectations document has stimulated substantial campus-based activity, driven by the perspective of the document. Analyzing relationships to students, based upon what we expect of them and they of us, has produced insight and stimulated changes in policies and practices. This session will report on selected campus experiences.

**20. Redefining Learning in the Residential Setting - Consulate**

*Coordinating Presenter:*

*Alton Jamison, Washington State University*

*Participating Presenter:*

*Jean Henscheid, Washington State University*

The redefinition of learning to include student experiences in and out of the classroom has promoted a resurgence in the residential learning community approach. Participants in this session will join a roundtable discussion of the educational, administrative, political, and social issues surrounding the use of such programs with an emphasis on tackling the mundane and the grand.

**21. It Takes A Whole College To Educate A First Year Student - Copenhagen**

*Coordinating Presenter:*

*Mary-Elaine Perry, Trenton State College*

*Participating Presenter:*

*Barbara Greenstein, Trenton State College*

First year students at Trenton State College participate in a residential program examining through their Interdisciplinary Core, the questions "What does it mean to be human; a member of a community; moral, ethical and just; and how do communities respond to differences?" This presentation will look at curriculum, service learning, faculty, and residence programming designed for first year students.

**22. A New Student Leadership Paradigm: Diverse Perspectives on Developing Leadership - Crystal E, Hilton Hotel**

*Coordinating Presenter:*

*Sara Boatman, Nebraska Wesleyan University*

*Participating Presenters:*

*Deb Moriarity, University of Michigan*

*Gail DiSabatino, Georgia Tech*

*Darlene Williams, Southeast Community College*

The emerging leadership paradigm as articulated by

Burns, Rost, Gardner, Bennis and others suggests a corresponding paradigm shift in student leadership development. The new student leadership paradigm creates exciting opportunities for leadership development of all students. In this program, we will describe this new student leadership paradigm, and discuss implications for unique student populations including women and students of color.

**23. Applying the Student Learning Imperative: Perceptions on Three Campuses - Crystal F, Hilton Hotel**

*Coordinating Presenter:*

*Charles G. Eberly, Eastern Illinois University*

*Participating Presenters:*

*James A. Wallace, Southern Illinois University, Carbondale*

*Lemuel W. Watson, Illinois State University*

Perceptions of faculty acceptance, implementation, and development of curricular materials employing the use of the "Student Learning Imperative" were gathered by survey and interview data from faculty on three state university campuses. This program discusses the implications of the faculty responses, and makes suggestions for implementation of SLI concepts in undergraduate instruction.

**24. Student Freedom of Speech: An Overview of Current Trends & Policies - Crystal G, Hilton Hotel**

*Coordinating Presenter:*

*Sherryl A. Byrd, Patterson State Technical College*

Many campuses have struggled with balancing freedom of speech rights against growing harassment and offensive dialogue by adopting student speech codes. This session shares the results of a national survey of NASPA and ASJA members that provides information about the current use of student speech policies/codes as well as the attitudes and opinions of administrators toward regulating student speech.

**25. See Idea Break at 10:45 a.m.**



## Special Extended Session

10:45 a.m. - 2:00 p.m.

**26. A Professional Overview for Student Affairs Leaders Coming from Other Disciplines - Marquis Ballroom - Salon III**

*Patrick Love, Kent State University*

This double session is designed for student affairs leaders who have come from backgrounds other than student affairs. The session will address the literature base of student development, various aspects of the culture of student affairs, and will provide opportunities to discuss some of the challenges and opportunities for senior leaders.

**27. Dissertation of the Year: "Enhancing Tolerance: The Confluence of Moral Development with the College Experience" - Marquis Ballroom - Salon IV**

This year's recipient of the Melvane D. Hardee Dissertation of the Year Award is Dr. Simone Himbeault Taylor, Director of Career Planning and Placement in the Division of Student Affairs at the University of Michigan - Ann Arbor. During this session, Dr. Himbeault Taylor will discuss her research, addressing how college experiences contribute to both moral development and tolerance for diversity in college students. The research model, findings, and implications of the study will be discussed with an emphasis on describing key moral development constructs.

**28. Redefining Staff Amorous Relationship Policies: Reflections on Law and Ethics - Picard - Chablis**

*Coordinating Presenter:*

*Donald D. Gehring, Bowling Green State University*

*Participating Presenter:*

*Victoria Guthrie, Bowling Green State University*

This session offers a discussion, based on a case study, of the legal and ethical issues surrounding consensual amorous relationship policies for staff. Participants will be provided with a basis in law and ethics for developing campus policies.

**29. Latin America and The United States: New Beginnings in Student Affairs - Quebec**

*Coordinating Presenter:*

*David L. Meabon, University of Toledo*

*Participating Presenters:*

*Arturo Noyola, Universidad Nacional Autonoma de Mexico*

*Mauricio Gonzalez, University of Toledo*

The purpose of this workshop is to provide a general overview of student affairs practices in Latin America and selected countries. Student Affairs professionals need to be involved and knowledgeable about these countries and their higher education systems because

international neighbors are redefining and recreating learning communities to create new partnerships in the future.

**30. Are We There Yet? Assessing Student Perceptions of Community in Higher Education? - Champagne**

*Coordinating Presenter:*

*William M. McDonald, Carson-Newman College*

In 1990, the Carnegie Foundation published Campus Life: In Search of Community which described the declining state of community in higher education. The study did not solicit student perceptions of community in a systematic way. This program will report the results of a pre-pilot and pilot test of an instrument designed to assess student perceptions of community. Twenty institutions, and 100 randomly selected students participated in this survey.

**31. Student Health in the Changing American Health Care System - South Hampton**

*Coordinating Presenter:*

*Murray M. DeArmond, University of Arizona*

*Participating Presenter:*

*Joyce Meder, University of Arizona*

This program describes new beginnings taking place in America's health care system and the knowledge that is required for college health centers. Managed care, cost containment, staffing, positive outcome measures, and customer satisfaction are realities facing college health. Student health services find themselves in the midst of turbulence and must actively and rapidly make adjustments if they are to survive.

**32. Creating Collaborative Partnerships: An Imperative for Redefining Student Learning - Stockholm**

*Coordinating Presenter:*

*Charles C. Schroeder, University of Missouri, Columbia*

The "Student Learning Imperative" (SLI) challenges student affairs professionals to create seamless learning experiences through collaboration with colleagues in academic affairs. This session describes opportunities and constraints to collaboration and delineates seven essential roles for creating collaborative partnerships. The results of several successful collaborative partnerships are highlighted.

**33. Redefining Learning Through Strategic Planning - Summit**

*Coordinating Presenter:*

*Teresa L. Hall, Southeast Missouri State University*

*Participating Presenters:*

*SueAnn Strom, Southeast Missouri State University*

*Patricia M. Volp, Southeast Missouri State University*

*Irene Ferguson, Southeast Missouri State University*

Student Affairs practice on many campuses grew as students' demand dictated. During these current times of financial stringency, public accountability, and changing student demographics, divisions of student affairs must rethink their role in the academy. Participants will learn about one division's attempt at redefining its role in the institution as a result of a commitment to student learning through a strategic planning process.

**34. Marriage Made in Heaven: Students and Community Service - Sydney**

*Coordinating Presenter:*

*George W. Young, Broward Community College*

*Participating Presenters:*

*Richard J. Correnti, Florida International University*

*Elisa Justine Appelbaum, Broward Community College*

*Mark Cooper, Florida International University*

With passage of the National and Community Service Trust, interest in integrating student community service, volunteerism, and service-learning into the curriculum has increased. More than any other segment of higher education the mission of student affairs is to develop socially responsible citizens. Participants will learn how to initiate programs, recruit and retain student volunteers, and find support for service-learning initiatives.

**Special Extended Session**  
**10:45 a.m. - 2:00 p.m.**

**35. The African American Student Affairs Professional: Lessons for All - Thames**

*Coordinating Presenter:*

*Patrice Prince Oluyede, University of Georgia*

*Participating Presenters:*

*James E. Scott, Georgia State University*

*Mary M. Edmonds, Stanford University*

*Tony Ross, Wichita State University*

*Carol Logan Patitu, Texas A&M University*

Building upon the success of last year's presentation, "African American Women in Student Affairs: Understanding & Celebrating Their Differences," and the expressed need of its participants, this three-hour workshop was designed for professionals of all levels. The workshop will provide an opportunity for reflection, assessment, planning, learning, and networking.

**36. Seismography for Student Affairs Professionals: Coping with a Shifting Terrain - Rhine - Savoy**

*Coordinating Presenter:*

*Stephen Lambert, Plymouth State College*

As colleges restructure, power and resources often are concentrated in academic affairs. Shifting student demographics require more evening classes and off-site learning centers and the new "fast-track" degrees are some of the early warning tremors that should urge student affairs to find new ways to form partnerships with academics. This session describes successful approaches to developing such relationships.

**37. See 9:00 a.m. Friday, March 15, 1996**

**38. Gatekeeping in the Academy: Counterproductive ALANA Student Services - Madrid**

*Coordinating Presenter:*

*Daren R. Mooko, Ball State University*

*Participating Presenter:*

*Anthony J. Chavez, Self-Employed*

Student affairs professionals working with ALANA (African, Latino, Asian and Native American) students are placed in "Gatekeeper" roles within the university. Gatekeeping is a contradictory role that requires professionals to serve the Administration of the university while building a viable ALANA community. This session will explore the components of gatekeeping and how to manage this dynamic relationship.



**159. The Landscapes of Professional Advancement - Trinidad***Coordinating Presenter:**Susan B. Dunton, Fontbonne College**Participating Presenters:**Dennis C. Golden, Fontbonne College**Gary Zack, Fontbonne College*

Student affairs practitioners have spoken about the transition from student affairs to academic affairs and the college presidency. Experience has shown that such transitions do not happen by accident. Perspectives of professionals with student affairs, academic affairs and presidential experience will be presented during this session. Requisite skills and challenges to achieving senior leadership positions will be discussed.

**Idea Break****12:15 p.m. - 12:45 p.m.****66. Lucy Diggs Slowe and the Legacy of African American Women Deans - London***Coordinating Presenter:**Kathryn Nemeth Tuttle, University of Kansas*

Lucy Diggs Slowe, dean of women at Howard University from 1922-1937, worked untiringly to professionalize the dean of women's position in African American colleges and founded the Association of Deans of Women and Advisers to Girls in Negro Schools in 1929. This session will explore the little-known history of student affairs professionals in African American colleges and their professional organizations. A bibliography on African Americans in student affairs will be provided.

leaders involved in the case discuss the ruling and describe how the University responded.

**40. Building Partnerships for Service Learning Between Academic and Student Affairs - Bonn***Coordinating Presenter:**Penny Rue, Georgetown University**Participating Presenters:**Barbara Jacoby, University of Maryland at College Park**Mark McCarthy, Marquette University*

Service-learning is at the forefront of the American higher education agenda. This session will examine substantive ways in which Student Affairs can develop partnerships with academic colleagues in enhancing service-learning on campus and will provide specific program examples. Institutional assessment materials will allow participants to assess their campus climate and target potential strategies for enhancing service learning.

**41. What do I expect from my RA? Changing Expectations, Changing Climate - Cabinet***Coordinating Presenter:**Peggy Jennings, Dickinson College*

This program will include a discussion of student expectations of RAs based on a qualitative analysis of student responses to an RA evaluation at a small, residential campus. Evolving expectations in a changing student affairs climate with an increased emphasis on student learning, often at odds with student expectations for consumer services, will be highlighted.

**42. Faculty & Student Affairs Collaboration: A "Distance Learning Student Profile Model" for Retention/Persistence - Consulate***Coordinating Presenter:**Betty Elliott, Rio Salado Community College**Participating Presenter:**Patricia S. Case, Rio Salado Community College*

Distance learning is becoming a major initiative in higher education today and as we enter the millennium. It is essential that student affairs collaborate with faculty to insure the success of students participating in distance learning. This interactive presentation outlines a distance learning student profile model and retention/persistence strategies which were the result of collaboration between student affairs and faculty.

**12:15 p.m. - 1:30 p.m.****39. Redefining the Use of Student Activity Fees: Living with "Wide Awake" - Amsterdam***Coordinating Presenter:**William W. Harmon, University of Virginia**Participating Presenters:**Peter W. Low, University of Virginia**Earl C. Dudley, University of Virginia**Patricia M. Lampkin, University of Virginia**Ronald J. Stump, University of Virginia**Carlos M. Brown, University of Virginia**Alvar Soosar, University of Virginia*

Last year, the Supreme Court ruled that the University of Virginia's refusal to allocate student activity fees to fund a Christian student group's newspaper, "Wide Awake," was a violation of that group's right to free speech. A panel of senior administrators and student



**43. Student Personnel Administrators Respond to the Ramstad Act - Copenhagen**

*Coordinating Presenter:*

*Dan Bernard, The University of Southwestern Louisiana*

*Participating Presenter:*

*Kim Bloss, Northwestern State University*

The federal government recently became involved in the effort to reduce the number of sexual assaults occurring on college campuses by enactment of an amendment (known as the Ramstad Act) to Section 485(f) of Title IV Higher Education Reauthorization Amendments of 1992. This program examines how student personnel administrators have responded to the Act.

**44. Exploring New Landscapes: International Exchanges for Students and Staff -**

**Crystal E, Hilton Hotel**

*Coordinating Presenter:*

*Roberta Christie, Florida State University*

*Participating Presenters:*

*Sherrill W. Ragans, Florida State University*

*Peter Garretson, Florida State University*

The ability to understand and to work in other cultures is not a frill for staff and students. This session will demonstrate how traditional student affairs organizations can create international landscapes for learning. The educational rationale and practical models for staff and student exchanges, developed with modest resources, will be described.

**45. The New Landscape of Health on Campus - Learning, Service, Accountability, Community -**

**Crystal F, Hilton Hotel**

*Coordinating Presenter:*

*Richard P. Keeling, University of Wisconsin, Madison*

*Participating Presenters:*

*Patricia M. Fabiano, Western Washington University*

*Paula L. Swinford, University of Southern California*

*Eric L. Engstrom, Health Advocates*

This panel presentation and town meeting will provide an opportunity to explore the implications of new concepts of campus health; an integration of health with learning as a life-building process; health promotion strategies; a reassessment of the mission, roles, and objectives of college health programs; and a new understanding of the politics of college health.

**46. Interactive Enrollment Projections: Creating a Dynamic Dialogue for Institutional Change -**

**Crystal G, Hilton Hotel**

*Coordinating Presenter:*

*S. Leellen Brigman, Southwest Texas State University*

*Participating Presenters:*

*James D. Studer, Southwest Texas State University*

*Susan Griffith, Southwest Texas State University*

This session presents an interactive model for the development of the enrollment projections with computer generated large screen matrices and graphic presentations for headcounts linked with student credit hour (SCH) projections. This process creates "a planned, organized and orderly march" of institutional leadership towards the future with its eyes open to the possibilities.

**47. A Multi-Faceted Retention Plan for the Small Two-Year College - London**

*Coordinating Presenter:*

*Linda M. Ragosta, Newbury College*

*Participating Presenter:*

*Susan Tauer, Newbury College*

The new landscape of higher education involves a focus on student retention and persistence through graduation. At Newbury College, administrators and faculty have sought to understand factors affecting students' decisions to stay or leave while also implementing new initiatives designed to increase retention. The results of a recent study as well as cooperative programmatic initiatives will be discussed.

**48. Reflection Break on Student Affairs Assumptions -**

**Marquis Ballroom, Salon IV**

*Coordinating Presenter:*

*George Kuh, Indiana University*

Our conference theme, "Redefining Learning," provides an opportunity to reflect on our experiences as both educators and learners. This reflection break offers participants a setting to discuss the question, "In what ways do current student affairs assumptions, expectations, and practices inhibit and foster student learning?"

**49. The Career and Life Satisfaction of Women Student Affairs Administrators - Picard - Chablis**

*Coordinating Presenter:*

*Anne Blackhurst, Mankato State University*

This program will provide the opportunity to discuss the results of a research study reflecting the perceptions and experiences of a national sample of 200 women student affairs administrators. The presenter and participants will work together to develop strategies for creating a healthier and more satisfying environment for women within the student affairs profession.



**50. New Language in Leadership Training: The Metaphors and Phenomena of Self, Others, and Community - Quebec**

*Coordinating Presenter:*

*Randall V. Bass, University of Mississippi*

*Participating Presenters:*

*John Watson, University of Mississippi*

*Timothy D. Letzring, University of Mississippi*

This program will present a discussion of the nature of leadership theory and the themes common to the various theories. These themes of self, others, and community and how leaders know them form the basis of a new language of leadership. This language of leadership and leadership training respond to the Student Learning Imperative and to the newly revealed landscape.

**51. Student-Community Development: A Pioneering Graduate Model - Champagne**

*Coordinating Presenter:*

*Frederick R. Preston, State University of New York at Stony Brook*

*Participating Presenter:*

*Mel Goldstein, State University of New York at Stony Brook*

An innovative graduate program in "Student-Community Development" was launched this past fall on the State University of New York Stony Brook Campus. A two year curriculum leading to a Masters Degree in Social Work was developed, filling a void current within the Student Affairs professional arena. The presentation will review the rationale, theoretical framework, educational philosophy and curricular structure of this new professional preparation model.

**52. Translating Research into Action: A Dialogue Between Researchers and Practitioners - South Hampton**

*Coordinating Presenter:*

*John M. Braxton, Vanderbilt University*

*Participating Presenters:*

*Jeffrey F. Milem, Vanderbilt University*

*Anna V. Shaw Sullivan, Vanderbilt University*

*Joseph Berger, Vanderbilt University*

*Johan Madson, Vanderbilt University*

*Ann M. Neely, Vanderbilt University*

*Brooke Lecky, Vanderbilt University*

Conflicting environments surrounding higher education demand collaborative efforts between researchers and practitioners. This presentation establishes one collaborative method by encouraging dialogue between researchers involved in an existing research project and student affairs professionals. The goal is to provide an environment for practical feedback on research and implementation, while creating an opportunity to develop a schema for applying/critiquing research and practice.

**53. Undergraduates and Alcohol and Drugs: An Application of Kegan's Theory - Stockholm**

*Coordinating Presenter:*

*Sally J. Walker, University of Massachusetts - Boston*

Participants will explore how Kegan's human developmental theory contributes to a better understanding of the relationship of undergraduates, alcohol and drugs, and student affairs practice. Empirical data will be presented which a) link students and the social structure, and b) explain why a campus environment enables substance abuse.

**54. Current Services for Gay, Lesbian, and Bisexual Students at Southeastern Institutions - Summit**

*Coordinating Presenter:*

*Diane Cooper, Appalachian State University*

*Participating Presenter:*

*Tina McRee, University of Iowa*

This program will report the results of a research project funded by NASPA Region III. The survey polled 250 Southeastern institutions regarding aspects of campus life, services, and resources for gay, lesbian, and bisexual students. Results will be presented based on institutional demographics so that participants may compare and contrast current services of institutions similar to theirs.

**55. Afrocentricity and Black Student Development - Sydney**

*Coordinating Presenter:*

*Pamela Hill, Northern Kentucky University*

*Participating Presenters:*

*Jeff Jordan, Northern Kentucky University*

*LaSaundra Floyd, Northern Kentucky University*

This presentation will examine how Afrocentricity can be utilized in assisting Black college students in their psychosocial development. It will provide an open forum for collaboration and discussion about Afrocentrically based program and services and identify methods for modifying mainstream theories, based on cultural perceptions.

**56. The Student Involvement Record: Purposeful Learning - Trinidad**

*Coordinating Presenter:*

*Barbara Gossett, University of Missouri, Columbia*

*Participating Presenter:*

*Jan VanBuren, University of Missouri, Columbia*

The computer based Student Involvement Record is a tool to assess and enhance individual skill development through purposeful and meaningful community participation. The program assisted students in a planned use of discretionary time. As a classroom assignment, students created a document to articulate his/her skill development outside of the classroom.

**57. The Higher Education Job Search: Post NASPA Expectations - Madrid**

*Coordinating Presenter:*

*Mary R. Shepherd, University of San Diego*

*Participating Presenters:*

*Stan Chen, Tulane University*

*Mark McCarthy, Marquette University*

What happens next in the job search when the conference is over? This program is designed to help master's students organize their job search and address their expectations. Topics of discussion include job resources, the job search time line, what to expect during telephone and campus interviews. Tips for concluding the job search successfully will be shared.

2:00 p.m. - 3:15 p.m.

2:00 p.m. - 3:15 p.m.

**Major Speaker**  
**Edgar Beckham,**  
**Program Officer**  
**Ford Foundation**  
**Marquis Ballroom,**  
**Salons I & II**

**Extended Session**

2:00 p.m. - 4:45 p.m.

**58. The World of Student Affairs Today and Tomorrow - Amsterdam**

*Coordinating Presenter:*

*Roger B. Ludeman, University of Wisconsin, Whitewater*

*Participating Presenters:*

*Joan Apple Lemoine, NASPA International Education Network*

*Larry Dietz, University of Missouri, Kansas City*

The NASPA membership is becoming increasingly aware of student affairs operations around the world. This workshop is designed to acquaint conference attendees with the "state of the art" in student affairs around the globe. Differences and similarities will be explored as will the potential for building professional relationships and study abroad/exchange opportunities for students and Student Affairs staff. This program includes four parts. The session continues as follows:

Part II	Friday, March 15	
	3:30 p.m. - 4:45 p.m.	Amsterdam
Part III	Friday, March 15	
	5:00 p.m. - 9:00 p.m.	Champagne
Part IV	Saturday, March 16	
	5:00 p.m. - 7:00 p.m.	Riviera

**59. Enhancing Assessment Efforts Through the Use of Telephone Surveys - Bonn**

*Coordinating Presenter:*

*Bill Haggard, Western Carolina University*

*Participating Presenter:*

*Renee P. Corbin, Western Carolina University*

To best understand the landscape of learning on a particular campus, comprehensive assessment efforts must be developed to reveal an accurate picture of institutional effectiveness in achieving desired educational outcomes. Participants in this session will learn the "nuts and bolts" of designing and implementing telephone surveys that will efficiently provide valuable data to enhance existing assessment efforts.

**60. Applying Sternberg's Thinking Styles to the Student Learning Imperative - Cabinet**

*Coordinating Presenter:*

*Randall V. Bass, University of Mississippi*

*Participating Presenters:*

*John Watson, University of Mississippi*

*Timothy Letzring, University of Mississippi*

This program will present a description of Sternberg's thinking styles theory known as Mental Self-Government. Participants will learn to apply the theo-



ry in formal and informal settings within student affairs. This application can be an avenue for addressing the "Student Learning Imperative" and for dealing with some of the obstacles to learning that dot the teaching landscape.

**61. College and Parent Relationships: Partners, Adversaries, or Nonentities? - Consulate**

*Coordinating Presenter:*

*Fred T. Badders, Appalachian State University*

Colleges are reviewing their relationship with parents. National surveys of four-year institutions reflect a trend in additional parent activities (orientation, organizations, and special events), publications (newsletters, handbooks, and readings), and processes helping parents and students adjust to changes in family relationships. Participants will discuss issues and share plans for a proper balance in working with families.

**62. Understanding College Organizations to Create Enhanced Learning Opportunities for Students - Copenhagen**

*Coordinating Presenter:*

*Carol Schmitz, University of Southern California*

As advisors can we redefine the learning that occurs for students who participate in student organizations? We need to learn how to transform these groups into "laboratories" for students to gain insights into their behavior within an organization. To do so, we must learn more about the organization itself. This workshop for advisors is based on a study of college student organizations.

**63. From Good Old Girls to Women in Student Affairs: Redefining the Network - Crystal E, Hilton Hotel**

*Coordinating Presenter:*

*Bridgette Pregliasco, University of Louisville*

*Participating Presenters:*

*Alice Manicur, Frostburg State University*

*Theresa Powell, Western Michigan University*

*Darese Doskal-Scaffido, University of Connecticut*

The Women in Student Affairs (WISA) Network is celebrating its 25th anniversary, providing an opportunity to review its contributions and discuss its future. A panel of former and current network members will examine its history and the role it has played in the Association. Suggestions for preparing the Network for the 21st Century will be reviewed.

**64. Perceptions of Mattering at a Research I University by Race - Crystal F, Hilton Hotel**

*Coordinating Presenter:*

*Barbara Gossett, University of Missouri, Columbia*

*Participating Presenters:*

*Irv Cockriel, University of Missouri, Columbia*

*Michael Cuyjet, University of Louisville*

Who cares about me? First year students' perceptions of the college environment were measured by a mattering/marginality survey contrasting African-Americans with non-minorities. Three hundred and thirty five freshmen were administered the "Perception on Community/Environment of Undergraduate Students in Higher Education," developed by Cuyjet and Golec from Nancy Schlossberg's five dimensions of mattering.

**65. FERPA Overview and Update by the Department of Education - Hilton Ballroom - Imperial Ballroom, Salon A**

*Coordinating Presenter:*

*Leroy S. Rooker, U.S. Department of Education*

The director of the Family Policy Compliance Office of the U.S. Department of Education will present an overview of the Family Educational Rights and Privacy Act (FERPA) and its regulations. The workshop will include a discussion of recent FERPA decisions that impact higher education.

**66. See Idea Break at 2:00 p.m.**

**67. Empirical Studies on Latino/a Ethnic Identity: Essential Knowledge for the Future Landscape - Picard - Chablis**

*Coordinating Presenter:*

*Vasti Torres, University of Georgia*

Various predictions claim that the Latino/a population will be the largest minority population in the United States by the year 2000. The information presented about this ethnic group has been mainly gathered by the popular news media. This program will present research and analysis on Latino/a ethnic identity and acculturation.

**68. Student and Institutional Learning About Student Rights and Responsibilities - Quebec**

*Coordinating Presenter:*

*Rick Culliton, University of Vermont*

*Participating Presenter:*

*Rosalind Andreas, University of Vermont*

This session critiques the Joint Statements on Rights and Freedoms of Students of 1967 and 1993 in light of today's need for respectful, responsible campus community membership. The results of such discussion on one campus will be shared to reveal the expectations students, faculty, and staff have of one another.

**69. The Use of Reflection in Service Learning - Champagne**

*Coordinating Presenter:*

*Kathryn Jordan, Employment Counseling Services, Inc.*

One challenge facing education is to insure that the students are prepared to become active citizen participants when they enter the workplace. This interest session will review one technique, student reflections, used to evaluate student development related to service learning experiences.

**70. Paper Dolls and Skaters: Culture, Symbolism, and Hazing in Black Greek Organizations - Stockholm**

*Coordinating Presenter:*

*Pamela Reese, Central Michigan University*

Hoping to end hazing, the eight historically black Greek organizations have abolished pledging, yet hazing continues to be a problem on some college campuses. A proactive approach to confronting hazing begins with understanding how organizational culture guides and influences organizational behavior. This session will describe organizational culture and symbolism as they relate to hazing in black Greek organizations, and strategies to address this problem.

**71. Cancelled**

**72. Weaving Common Threads: Tradition, Transition and Training for Native Americans - Sydney**

*Coordinating Presenter:*

*Lowell Ford, Chemeketa Community College*

*Participating Presenters:*

*Barbara Delansky, Lane Community College*

*Frank Merrill, Lane Community College*

*Dean Azule, Confederated Tribes of Grand Ronde*

This multimedia presentation will demonstrate the successful recruitment, retention and education programs designed, in a collaboration of college and community, to meet the needs of Native American students. A panel of student affairs professionals and Native American tribal representatives will present the process of development and delivery of these unique learning opportunities.

**73. Establishing Working Relationships With International Student Services Divisions - Rhine - Savoy**

*Coordinating Presenter:*

*James W. Hill, University of Wisconsin, Milwaukee*

*Participating Presenter:*

*Pauli Taylor-Boyd, University of Wisconsin, Milwaukee*

As a result of participation in a United States Information Agency Training Grant with the New South Africa, a relationship has been established

between the Division of Student Affairs of four Historically Black Colleges and three Historically Black Technikon from South Africa. Information will be provided on how other student affairs professionals can establish linkages with African educational institutions.

**Idea Break**

**3:30 p.m. - 4:00 p.m.**

**94. Diferencias: Diversity Among Latinos - Thames**

*Coordinating Presenter:*

*Elena Bernal, Illinois State University*

*Participating Presenter:*

*Mike Flores, Illinois State University*

Through posters, music, and a short presentation, the term "Latino" will be expanded beyond traditional notions. The goals are to raise awareness of the differences between Latino ethnic groups and how to program accordingly. With all the different ethnicities "Latino" encompasses, the cultural differences between groups must be known; if not, generic programming will not meet student needs.

**3:30 p.m. - 4:45 p.m.**

**74. Redefining Learning: "Exist-Culturalism" - A Different Paradigm to Understanding Each Other - Bonn**

*Coordinating Presenter:*

*Lemeul W. Watson, Illinois State University*

*Participating Presenters:*

*Curtiss J. Shupe, Illinois State University*

*Mary A. Peterson, Illinois State University*

*Stacey Harlow, Illinois State University*

*Jorge Medina, Illinois State University*

This program offers a new paradigm for addressing multiple cultures and individual uniqueness within the college environment. Watson's (1995) "exist-culturalism" model is compared to more traditional ways of programming for diversity and multiculturalism. A study which examines how students address differences, similarities, problems, and solutions regarding cultural uniqueness will be presented.



**75. Redefining the Landscape: Strategic Planning within a Student Affairs Division - Cabinet**

*Coordinating Presenter:*

*Judy Piercy, Ohio University*

*Participating Presenters:*

*Joel Rudy, Ohio University*

*Michael Yamauchi-Gleason, Ohio University*

Strategic planning is an intensive process of review and long-range planning that can help create a culture of cooperation and collaboration within an organization. This session provides a first-hand account of a strategic planning process conducted by the Division of Student Affairs at Ohio University. Design, process, risks, and benefits of strategic planning will be discussed.

**76. Learning to Value the "Other:" A Theory of Diversity Development - Consulate**

*Coordinating Presenter:*

*Alicia F. Chavez, University of Arizona*

*Participating Presenters:*

*Florence Guido-Dibrito, University of Northern Iowa*

*Sherry L. Mallory, University of Arizona*

Demographic trends, transition to a global community, and increasing expectations of individuals to be valued for who they are have spurred an interest in the diversity development of students, staff and faculty. Participants in this session will share in a collaborative exploration of non-linear developmental theory experienced by persons as they learn to value those who are "other."

**77. Faith Development Theory in Practice: Results of a National Survey - Copenhagen**

*Coordinating Presenter:*

*Andrew Ryder, Iowa State University*

*Participating Presenters:*

*Larry H. Ebbers, Iowa State University*

*John Bolen, Simpson College*

Faith can be defined as meaning-making, the process at the heart of higher education. Faith development theory, a rediscovered region of the student development landscape, redefines the learning and cultivation of the whole student. This presentation, based on a nationwide study, discusses current understandings, perceptions and practices of the theory.

**78. The Career Path for Minority Student Affairs Professionals - Crystal E, Hilton Hotel**

*Coordinating Presenter:*

*Vernon E. Haley, Metropolitan State College of Denver*

*Participating Presenter:*

*Tom Morales, City University of New York*

This presentation will provide a working framework to assist persons in planning, organizing and facilitating

upward mobility in the Student Affairs profession. Key items of discussion will include networking, mentoring, campus politics, position searches, interviewing and strategies for improving career growth opportunities.

**79. All the Same Students: Integrating Student Services and Instruction - Crystal F, Hilton Hotel**

*Coordinating Presenter:*

*Debra Sullivan, North Seattle Community College*

Often, student affairs and academic affairs operate in separate, rarely intersecting worlds. Students, however, have only one educational experience, with different parts of the college affecting that experience in different ways. Join a discussion on the ways in which student affairs and academic affairs can collaborate to reduce student attrition and increase student success.

**80. Challenging the Collegiate Rite of Passage - Crystal G, Hilton Hotel**

*Coordinating Presenter:*

*Celia Sepulveda, University of Arizona*

*Participating Presenter:*

*Stephanie Ives, University of Arizona*

The University of Arizona is the recipient of a five year, 1.8 million dollar grant aimed at reducing binge drinking and other substance abuse. An enticing media campaign, an empowering, inclusive philosophy, and active participation with the University and surrounding communities have aided in a successful prevention effort. All are invited to learn how to create a healthy campus through this cutting-edge prevention program.

**81. The Common Experience: A Journey Toward Meaningful Community Participation - Imperial Ballroom, Salon A**

*Coordinating Presenter:*

*Karey Tompkins Pine, Rochester Institute of Technology*

*Participating Presenters:*

*Bernadette DiMaggio, Rochester Institute of Technology*

*Jennifer Souder, Rochester Institute of Technology*

This program will present the evolution of an innovative programming model, "The Common Experience," implemented at a private, four year, technical university. Highlights will include the development of "The Common Experience," strategies used to continue to bridge the curricular with the co-curricular, and the process and results of an assessment model used to evaluate the program.



**82. Realizing Potential Learning Opportunities: Partnering Adult and Staff Development - London**

*Coordinating Presenter:*

*Sophie W. Penney, Hanover College*

Student affairs can address student learning and development by partnering adult development concepts with staff development programs. In this interactive session participants will identify the developmental needs of adult learners and brainstorm ways in which staff development programs can be used to encourage staff to integrate these theories into practice.

**83. Teaching Independence Through Student Empowerment - Madrid**

*Coordinating Presenter:*

*Joan Carbone, Rutgers College*

*Participating Presenter:*

*Joseph Delaney, Rutgers College*

Learning in traditional residence life programs is geared toward the needs of first and second year students. The resulting loss of many juniors and seniors, who prefer the independence of off-campus living, can cause reduced occupancy, increased town/gown conflicts and missed learning opportunities. In this session, we will describe an experiment in teaching independence in on-campus housing designed for upper-class students.

**84. Reflection Break on "Redefining Learning" - Marquis Ballroom, Salon III**

*Coordinating Presenter: Elizabeth Whitt, University of Illinois, Chicago*

Conference discussions and presentations on educators and learning will assist in the preparation of a NASPA monograph, "Redefining Learning: Student Learning and Student Affairs Work," to be published in the summer of 1996. A Monograph Preview will be distributed at this session. At this "reflection break," thoughts and insights on the topic of student learning and student affairs, as well as the content of the summary, will be gathered. Feedback from the session will influence the content and focus on the monograph.

**85. Student Affairs and Information Technology: A Strategic Synergy - Marquis Ballroom, Salon IV**

*Coordinating Presenter:*

*H. Sam Miller, University of Virginia*

Information technology is transforming almost every aspect of our society, including higher education. Given these dramatic changes, virtually each semester is "a new dawn" revealing a dynamically evolving technological "landscape" with profound possibilities for redefining how students learn. This program will be a "low-tech" exploration of the exciting challenges and issues raised by the diffusion of this technology.

**86. Creating Learning Organizations for Enrollment Management: What's Student Affairs' Role? - Picard - Chablis**

*Coordinating Presenter:*

*David H. Kalsbeek, Xavier University*

A model for developing information resources for Strategic Enrollment Management illustrates new opportunities for redefining Student Affairs as a learning organization. This session outlines how defining information needs, integrating enrollment research and analysis with information systems design, and understanding patterns of information dissemination and use are all critical elements of student affairs' role in organizational learning.

**87. Managing the Learning Environment: Assessing Institutional and Service Viability for Privatization - Quebec**

*Coordinating Presenter:*

*Larry Moneta, University of Pennsylvania*

*Participating Presenter:*

*Brett Prager, Collegiate Health Care*

The objective of this session is to provide self assessment strategies that will allow institutions to determine their own viability for privatization of various services. The model will include assessment techniques for reviewing financial, political, quality-related, and environmental characteristics of the institution and selected services which might be appropriate candidates for privatization.

**88. Assessment by Committee: A Comprehensive Model for Institutional Change - Shangri La**

*Coordinating Presenter:*

*S. Leellen Brigman, Southwest Texas State University*

*Participating Presenters:*

*Joanne Smith, Southwest Texas State University*

*Karen Gordon-Sosby, Southwest Texas State University*

*University*

*James Studer, Southwest Texas State University*

Student Affairs divisions are turning to assessment to guide them towards the future, but many institutions do not have the resources to assign staff to assessment. The panelists will present the three components of the Southwest Texas State University Assessment Plan: 1) a comprehensive program review system for departments, 2) departmental assessment plans, and 3) a division-wide assessment committee. In addition, the panelists will describe how a comprehensive assessment program leads to institutional change.



**89. Teaching Leadership for the 21st Century -  
Champagne**

*Coordinating Presenter:*

*Judy L. Rogers, Miami University*

*Participating Presenter:*

*Dennis Roberts, Miami University*

New definitions of leadership describe it as a relationship and as a collaborative process. Subsequently, the emphasis in leadership development programs shifts from training individuals to be leaders, to teaching both leaders and their collaborators how to effectively engage in leadership relationships. In this session, participants will examine competencies for future leadership and explore methods for teaching the skills that model collaborative processes.

**90. Raise the Red Banner: An Uprising to a New Dawn -  
South Hampton**

*Coordinating Presenter:*

*Berry J. Chung, University of Illinois at Chicago*

*Participating Presenter:*

*Sandy Mayeda, University of Illinois at Chicago*

Through a historical and socio-political journey of investigation and research of Asian Pacific American student activism, a chronology of case studies will trace the culture and dynamics of APA activism. Case studies from institutions across the nation will provide insight to the components involved in the triumphs or downfalls of APA student "revolutions."

**91. Redefining NASPA: The Name Change of 1951 -  
Stockholm**

*Coordinating Presenter:*

*Kathryn Nemeth Tuttle, University of Kansas*

*Participating Presenter:*

*Robert H. Shaffer, Indiana University - retired*

NASPA was born 45 years ago at the historic March 1951 Conference of the National Association of Deans and Advisers of Men. But the decision made was much more complex than a simple change of name. This session will explore historical changes in student affairs responsibilities and titles that precipitated the 1951 change, examine the fundamental issues addressed at the time and discuss what they mean for NASPA and the profession in 1996 and beyond.

**92. Challenge for Career Services: Transition from  
"Placement" to Collaboration - Summit**

*Coordinating Presenter:*

*Esther Doherty, State University of New York,  
Cortland*

External pressures from legislators, employers and communities are creating new demands for academic learning. A scramble for leadership and funds exists on most campuses today. The job ahead for career services and student affairs, will be to provide services

within the mainstream of college mission and academic learning. This program will discuss challenges and share direction for the "new landscape" ahead.

**93. Traditions and Transformation: Enculturation for  
First-Year Students and Families - Sydney**

*Coordinating Presenter:*

*Jayne Richmond, University of Rhode Island*

*Participating Presenters:*

*Ann Morrissey, University of Rhode Island*

*Jon Dalton, Florida State University*

Redefining learning as a community-based and family-involved process is the basis for our enculturation process for first-year students. We will demonstrate how students and their families become more connected with the learning community of peers and faculty, and find academic and career success, through courses, leadership programs and extended orientation. Materials needed for implementation will be distributed.

**94. See Idea Break at 3:30 p.m.**

**95. Apples and Oranges: Creating Partnerships Between  
Academic and Student Affairs - Rhine - Savoy**

*Coordinator Presenter:*

*Sheila Murphy, Simmons College*

*Participating Presenters:*

*J. Matthew Hartley, Bradford College*

*Trey Williams, Bradford College*

*James Martin, Mount Ida College*

New opportunities to create partnerships between academic affairs and student affairs have been an unexpected benefit of institutional restructuring. This panel presentation will outline strategies and useful guidelines for collaboration, including specific models to develop institutional support to understand faculty culture to market the value of new initiatives, and will link these efforts to retention. Four specific programs will be discussed and resource materials provided.

**96. Small College and University Network Roundtable -  
Trinidad**

*Coordinating Presenter:*

*William A. Seymour, Maryville College*

No lectures, no video presentations, flip charts or overheads, just conversations with professionals from other small colleges and universities who share your interests and concerns. Please join us to discuss program ideas, topics of common interest on how the network can better serve you.

**97. Redefining Scholarships: Not Just an Issue of Money Anymore - Madrid**

*Coordinating Presenter:*

*Loralee Stevens, University of Kansas*

*Participating Presenter:*

*Susan Fredricks, University of Kansas*

Scholarship programs should support institutional enrollment management goals and also enhance academic, leadership and personal development of students. This program will provide materials on one such scholarship program and explore other ways institutions can implement similar programs on their own campus with minimal cost.

**98. New Deans as Change Agents: Challenges and Opportunities - Zurich**

*Coordinating Presenter:*

*Craig Ullom, Hendrix College*

*Participating Presenters:*

*Melody Hokanson, Rhodes College*

*Sue Yowell, Illinois College*

*Lou Stark, Central College*

*Dawn Williams, Marymount College*

In small colleges, senior student affairs officers play an important role in the process of changing institutional paradigms to better address the process of teaching and learning. Five recently appointed student affairs deans will share their perspectives as organizational and institutional change agents to stimulate a discussion about the challenges, opportunities, frustrations, and rewards of being the "new kid on the block."



# Schedule at a Glance

Saturday, March 16, 1996

## Conference Services

8:00 a.m. - 8:45 a.m.	Volunteer Orientation <i>State</i>
8:00 a.m. - 11:00 a.m.	Career Services <i>International Exhibit Hall, South</i>
8:00 a.m. - 12:00 p.m.	Conference Registration <i>Imperial Registration</i>
8:00 a.m. - 5:00 p.m.	Hospitality Center <i>Nile</i>
8:00 a.m. - 5:00 p.m.	Conference Headquarters <i>Press Room</i>
8:30 a.m. - 12:00 p.m.	Exhibits <i>International Exhibit Hall, North</i>

## Conference Activities

6:45 a.m. - 7:45 a.m.	Fun Run <i>Marriott Lobby</i>
7:00 a.m. - 8:30 a.m.	Region II Voting Delegates Breakfast <i>Region II Suite</i>
7:00 a.m. - 8:30 a.m.	Region III Senior Student Affairs Officers' Breakfast <i>Region III Suite</i>
7:00 a.m. - 8:45 a.m.	Regional Newsletter Editors' Meeting <i>Calgary</i>
7:00 a.m. - 8:45 a.m.	Region IV-West Senior Student Affairs Officers' Breakfast <i>Marquis Ballroom, Salon III</i>
7:00 a.m. - 8:45 a.m.	NASPA Journal Orientation for New Editors <i>Quebec</i>
7:00 a.m. - 8:45 a.m.	WAC Chief Student Affairs Officers <i>Thames</i>
7:00 a.m. - 8:45 a.m.	Network for Educational Equity and Ethnic Diversity Regional Chairs Meeting <i>Trinidad</i>
7:00 a.m. - 8:45 a.m.	Research and Program Development Division Meeting <i>Yukon</i>

7:00 a.m. - 8:45 a.m.	Career Development and Professional Standards Division Meeting <i>Copenhagen</i>
7:30 a.m. - 8:30 a.m.	Enrollment Management Network: Open Forum <i>Madrid</i>
7:30 a.m. - 8:30 a.m.	Fraternity/Sorority Network Continental Breakfast <i>Tenth Floor, South (Section 7)</i>
9:00 a.m. - 10:15 a.m.	Interest Sessions
9:00 a.m. - 10:15 a.m.	Major Speakers - Mary Frances Berry and Richard Thornburgh <i>Marquis Ballroom, Salon I &amp; II</i>
9:00 a.m. - 12:00 p.m.	Joint Executive Committees Meeting of the National Panhellenic Conference & National Interfraternity Conference <i>Tenth Floor, South (Section 4)</i>
10:30 a.m. - 11:45 a.m.	Interest Sessions
10:30 a.m. - 12:00 a.m.	Feedback Session for Master's Student Case Study Competition <i>Calgary</i>
11:00 a.m.	Exhibit Drawing <i>International Exhibit Hall - North</i>
12:00 p.m. - 2:00 p.m.	NASPA Awards Luncheon <i>Imperial Ballroom, Salon B</i>
1:15 p.m. - 2:30 p.m.	Interest Sessions
2:15 p.m. - 3:30 p.m.	Major Session - Olympic Athletes' Panel <i>Marquis Ballroom, Salon IV</i>
3:00 p.m. - 4:15 p.m.	Interest Sessions
3:30 p.m. - 5:00 p.m.	NASPA Business Meeting <i>Marquis Ballroom, Salon III</i>
5:00 p.m. - 6:00 p.m.	Region II New Professionals Reception <i>Region II Suite</i>
5:00 p.m. - 6:30 p.m.	25th Anniversary Celebration for Women in Student Affairs Network <i>Crystal E, Hilton Hotel</i>
5:00 p.m. - 7:00 p.m.	Symposium on Global Student Affairs (Part IV) <i>Riviera</i>

5:30 p.m. - 7:30 p.m.	LeaderShape, Inc. Reception <i>State</i>	6:00 p.m. - 8:00 p.m.	CSPA and University of Northern Colorado Reception and Recruitment for Ph.D Program in Student Affairs <i>Tenth Floor - South (Section 10)</i>
6:00 p.m. - 11:30 p.m.	Shuttle Bus to Restaurants	6:00 p.m. - 8:00 p.m.	Colorado State University Alumni Social <i>Trinidad</i>
6:00 p.m. - 7:00 p.m.	Gay, Lesbian, and Bisexual Concerns Network Meeting/Mentor Dinner <i>Madrid</i>	6:00 p.m. - 8:00 p.m.	Bowling Green State University Reception <i>Zurich</i>
6:00 p.m. - 7:00 p.m.	University of Illinois at Chicago Reception <i>McKenzie</i>	6:00 p.m. - 8:00 p.m.	Reception for Indiana University of Pennsylvania Alumni and Friends <i>Tenth Floor - South (Section 11)</i>
6:00 p.m. - 7:30 p.m.	Friends and Alumnae of Women's Colleges <i>South Hampton</i>	6:00 p.m. - 8:00 p.m.	Massachusetts Graduate Preparation Programs Reception <i>Yukon</i>
6:00 p.m. - 8:00 p.m.	Friends of Indiana University Social <i>Bonn</i>	6:30 p.m. - 7:30 p.m.	NASPA Women's Symposium Reunion <i>Amsterdam</i>
6:00 p.m. - 8:00 p.m.	Kent State University Alumni, Staff, Students, and Friends <i>Cabinet</i>	8:00 p.m. - 9:00 p.m.	Region I and II Mid-level Institute Reunion <i>Region II Suite</i>
6:00 p.m. - 8:00 p.m.	Michigan State University Social <i>Rhine-Savoy</i>	8:00 p.m. - 10:00 p.m.	ACUHO-I Foundation Board Meeting <i>Thames</i>
6:00 p.m. - 8:00 p.m.	University of South Carolina Reception <i>Copenhagen</i>		
6:00 p.m. - 8:00 p.m.	University of Vermont Reception for Alumni and Friends <i>London</i>		
6:00 p.m. - 8:00 p.m.	Florida State University Reception <i>President's Suite</i>		
6:00 p.m. - 8:00 p.m.	Texas A&M University Reception <i>Quebec</i>		
6:00 p.m. - 8:00 p.m.	Iowa State University Reception <i>Region IV - East Suite</i>		
6:00 p.m. - 8:00 p.m.	Oregon State University Reception <i>Region V Suite</i>		
6:00 p.m. - 8:00 p.m.	Reception for Alumni and Friends of the University at Stony Brook <i>Picard-Chablis</i>		
6:00 p.m. - 8:00 p.m.	Ohio State University Alumni Reception <i>Sydney</i>		
6:00 p.m. - 8:00 p.m.	The University of Georgia Reception <i>Tenth Floor - South (Section 7)</i>		
6:00 p.m. - 8:00 p.m.	Virginia Tech Alumni and Friends Reception <i>Tenth Floor - South (Section 8)</i>		
6:00 p.m. - 8:00 p.m.	Stanford Alumni Reception <i>Tenth Floor - South (Section 9)</i>		



# Reflections on Saturday

*"Those who reflect on  
their learning are better learners  
than those who do not."*

(Cross, 1981)

9:00 a.m. - 10:15 a.m.

## Major Session

**Mary Frances Berry and  
Richard Thornburgh**  
*Marquis Ballroom,  
Salons I & II*

Saturday, March 16

9:00 a.m. - 10:15 a.m.

**99. Beyond "Diversity": The Emergence of Anti-Racism  
Training in Higher Education - Amsterdam**

*Coordinating Presenter:*

*Daren R. Mooko, Ball State University*

*Participating Presenter:*

*Michele Murray, University of Vermont*

Veiled under the general category of "diversity," the problem of racism is often avoided. This program directly addresses racism by providing a clear analysis of it and its impact on college campuses through an Anti-Racism approach. Anti-Racism requires critical examination of race, power and prejudice. Participants are asked to examine their institutions and consider adopting this approach.

**100. An International Perspective on Student Affairs  
Work - Bonn**

*Coordinating Presenter:*

*Don Hossler, Indiana University*

*Participating Presenters:*

*Sheldon Nord, Indiana University*

*James Dorsett, Indiana University*

*Maureen Powers, St. Leo College*

A number of significant political changes have occurred throughout the world. These changes have affected university students and student affairs practice in these countries. This session highlights political changes and accompanying changes at universities in the People's Republic of China, Russia, Malaysia and Malawi. The impact of these changes upon student life and student affairs staff will be discussed.

**101. How to Fund Student Activities and Stay Out of  
Court - Cabinet**

*Coordinating Presenter:*

*David L. Meabon, University of Toledo*

*Participating Presenter:*

*Lee Krehbiel, Indiana University*

The landscape of the case law covering student activities has shifted. The U.S. Supreme Court has redefined the process of refunding student fees. This program will identify principles to assist administrators in looking over the horizon and focusing on emerging trends in the allocation and expenditure of student activity fees within the context of a changing legal environment.

## Idea Breaks

9:00 a.m. - 9:30 a.m.

**103. How to Keep Your Head When Everyone is  
Losing Theirs - Copenhagen**

*Coordinating Presenter:*

*Nancy Peterson, New York University*

*Participating Presenter:*

*David Wilkinson, Salem State College*

Whether it's chasing wild bats or coping with one's first threatened law suit, a residence hall director's job is never dull. In this presentation we will examine the real life experiences of first year hall directors, and discuss how the experience differed from their expectations and dreams. Practical suggestions for succeeding in the first year will be included.

**107. Partners in the Wilderness: Building Alliances  
with Faculty to Redefine Learning - London**

*Coordinating Presenter:*

*Kristie D. DiGregorio, Northwestern University*

*Participating Presenters:*

*Candace Ennesser Passi, Midwest University*

*Miriam Diamond, Northwestern University*

An irony of the college experience is that a substantial amount of students' time and, potentially, a majority of student learning occurs outside the classroom. How might student affairs professionals, who view their roles as educators, invite their faculty colleagues to collaborate with them in non-classroom learning? This session will consist primarily of brainstorming challenges and strategies for getting faculty involved in nonclassroom learning.



**102. Student Outcomes Assessment: From Findings to Action - Consulate***Coordinating Presenter:**Lawrence J. Morton, University of Scranton**Participating Presenter:**James T. Bryan, University of Scranton*

The University of Scranton Student Affairs Division has completed its fourth year of involvement with a student outcomes based assessment program. The division is currently analyzing assessment data. This presentation will discuss the types of data being analyzed at Scranton while emphasizing how such analysis is affecting programming. Audience interaction throughout the presentation will be encouraged.

**103. See Idea Break at 9:00 a.m.****104. Talking About Race - Crystal E, Hilton Hotel***Coordinating Presenter:**Sheri L. Schmidt, Texas A&M University**Participating Presenter:**Tanya Williams, Texas A&M University*

One of the most important conversations which can take place on a college campus today is an honest discussion about race and ethnicity. This session will feature the "Talking About Race" video set which was developed to lead students to open, honest dialogue. In addition to showing the films, the presenters will suggest many different ways to use them effectively on your campus.

**105. Redefining Learning: Technology and Accommodations Training for Students with Disabilities - Crystal F, Hilton Hotel***Coordinating Presenter:**Phillip D. Rumrill, Jr., University of Wisconsin, Milwaukee**Participating Presenters:**Richard T. Roessler, University of Arkansas**Cheryl A. Reed, University of Arkansas*

The Accommodations Planning Training (APT) helps to redefine learning for college students with disabilities through its services and products. Project APT provides students with training in technology awareness, self-advocacy skills, and identification of workplace barriers. Presenters will describe specific strategies to assist NASPA participants in implementing Project APT for students with disabilities at their institutions.

**106. Redefining Alcohol and Drug Prevention: A Multiple Prevention Levels Approach - Crystal G, Hilton Hotel***Coordinating Presenter:**Steven Clarke, Virginia Tech**Participating Presenter:**Kent Glindemann, Virginia Tech*

A major obstacle to alcohol or other drug prevention efforts has been the absence of strategies based on theory. This session will present the results of an evaluation of 120 alcohol and drug programs at 4 year institutions with 6000 or fewer students and provide suggestions for design/implementation and evaluation of such programs.

**107. See Idea Break for 9:00 a.m.****108. Scouting Behind Outcomes: Becoming Experts on Students - McKenzie***Coordinating Presenter:**David Kalsbeek, Xavier University*

The "Student Learning Imperative" challenges student affairs professionals to be experts on students. This session illustrates how to meet that challenge in assessing student learning outcomes, presenting one effective approach for designing a student affairs assessment program that focuses on students' experiences, backgrounds, activities, and enrollment patterns all in ways that contribute to the assessment of student learning.

**109. Integrating Ethics into the Curriculum and Co-curriculum: Model Comprehensive Approaches - Quebec***Coordinating Presenter:**Kenneth E. Kelly, Fairmont State College**Participating Presenter:**Charles J. Fey, University of Texas, El Paso*

While most institutions teach ethics in several formats, few have yet developed comprehensive approaches which treat an ethical decision-making framework as a core competency requirement for all students. This program will outline strategies for comprehensively incorporating ethical competencies into the curriculum and co-curriculum. Handouts summarizing model programs and strategies from a variety of institutions will serve as springboards for discussion.

**110. Redefining New Student Orientation for Special Populations - Riviera**

*Coordinating Presenter:*

*Nancy P. Thompson, University of Georgia*

*Participating Presenters:*

*Ann C. Goodman, Texas A&M University*

*Michael Jasek, Texas A&M University*

*Kenna Ose, University of Georgia*

The landscape of our campus populations is changing with the growth of graduate and older undergraduate student enrollments. This session explores ways to address the needs and concerns of these groups through orientation.

**111. Beyond Support Services - An Audit of Three Academic Departments with High Student Retention - South Hampton**

*Coordinating Presenter:*

*Randy E. Hyman, Ball State University*

*Participating Presenters:*

*Douglas F. McConkey, Ball State University*

*Linda Hanson, Ball State University*

*James Lowry, Ball State University*

*Donald Whitaker, Ball State University*

This session will review the results of a qualitative research project designed to study the culture of three academic departments at one university, each considered exemplary for its contributions to student persistence and academic success. The role of the faculty will be carefully examined with special attention to the impact of faculty on student involvement in learning.

**112. Supervision Strategies for the Mid-level Supervisor - Stockholm**

*Coordinating Presenter:*

*Tom McGinnity, Texas Tech University*

Many mid-level managers in student affairs are promoted to supervisory roles without adequate training about supervision. Participants will create a personal development plan designed to increase their supervisory knowledge and competence.

**113. Students and Quality: Leadership and Service to the Community - Summit**

*Coordinating Presenter:*

*Joseph M. Ford, Babson College*

*Participating Presenters:*

*Carol Hacker, Babson College*

*George Covino, Babson College*

The Student Quality Specialist (SQS) program at Babson College provides the community with students trained in Continuous Quality Improvement (CQI). These students participate on college-wide task forces, develop student initiatives to improve campus life, and teach the principles to community members. The mis-

sion, selection process, training program, summary of CQI team results, and evaluation tools; plus a framework from which to develop a program and implementation strategy will be presented.

**114. Transforming the Landscape: A Strategic Plan Towards a Socially Responsible Environment - Sydney**

*Coordinating Presenter:*

*Frank D. Sanchez, DePauw University*

*Participating Presenters:*

*Robert G. Bottoms, DePauw University*

*J. Dee Gardner, DePauw University*

*Matthew G. Davis, DePauw University*

*Morris W. Price, DePauw University*

This program will examine those mechanisms responsible for significant increases in minority student participation at DePauw University and provide a discussion of the processes, successes and obstacles of DePauw's diversity initiative. Professionals in administration, faculty, multicultural affairs, admissions, curriculum development, and university policy are encouraged to attend.

**115. Women's Development in Student Affairs in the West Indies (Jamaica) - Thames**

*Coordinating Presenter:*

*Marlene A. Hamilton, University of West Indies, Kingston*

Marlene Hamilton is a leading educator in Jamaica and the Caribbean with research interests in women's developmental issues. She will discuss the changing role of women in Jamaica and the Caribbean region and examine gender issues in women's development. She will also explore implications of changing leadership roles for women in Jamaica and the region.

**116. Mediating Conflicts on Campus: Process, Promises, Problems - Tigris/Danube**

*Coordinating Presenter:*

*Roger Witherspoon, City University of New York*

*Participating Presenter:*

*Maria R. Volpe, City University of New York*

As colleges and universities attempt to make use of more constructive ways of handling conflicts on campus, more and more are taking a close look at mediation. This highly interactive session will provide attendees with an understanding of mediation, its process, promises and possible drawbacks for student personnel administrators.



- 117. Changing Health Insurance Needs of College Students: Preparing for the Next Century - Trinidad**  
*Coordinating Presenter:*  
 Gary M. Penfield, Rhode Island College  
*Participating Presenters:*  
 Ben M. Hogan, Lycoming College  
 Leila Moore, University of New Hampshire  
 Margo Marshk, New York University  
 Teresa Koster, Koster Insurance Agency

Student Affairs professionals are directly or indirectly requested to assist in meeting the health insurance needs of all students. The structure of the program will comprise a panel of Student Affairs professionals from a large urban university with 15,000 plus students, a rural university with 10,000 plus students, a small college and an industry expert to discuss the health insurance issues effecting their specific communities. In addition ideas and suggestions on how the student affairs professional can become an informed and educated insurance buyer to service his/her institution and students will be provided.

## Idea Breaks

10:30 a.m. - 11:00 a.m.

- 118. Talking About Learning: Trends and Taboos in A Women's Residence - Amsterdam**

*Coordinating Presenter:*  
 Linda P. Rowe, Marshall University

Conversations with and among students in their residential environment illuminate the role of peer subcultures in shaping what students learn and how they define learning. This program, based on a year-long qualitative case study of an undergraduate women's floor, presents and analyzes the ways female students talk about academics and how such talk interacts with their curricular experiences.

- 132. A Model Retention Program Targeting Freshmen on Academic Probation - Rio Grande**

*Coordinating Presenter:*  
 Sharon Basso, Lehigh University  
*Participating Presenter:*  
 Terrence M. Curran, Lehigh University

With the current climate in higher education of tightening budgets and stretched personnel, it is more crucial than ever before to focus efforts on improving student retention rates. For the past six years, Lehigh University has experienced success with an academic intervention program which targets freshmen on academic probation.

- 139. Identity Metaphors: Male and Female Portraits of College Student Identity - Thames**

*Coordinating Presenter:*  
 Kim Chambers, University of Connecticut

This presentation documents a research study on college student identity from a human scientific perspective. The presenter highlights an analysis of 27 college student autobiographical reports for explicit and implicit identity metaphors using a hermeneutic contextual analysis. The research documents both gender similarities and gender differences in identity metaphors that exist for these college students.

**119. Rosa Parks, "Skunkworks" and White Water Rafting: Structuring Learning Communities - Bonn**

*Coordinating Presenter:*

*Shannon E. Ellis, Evergreen State College*

Philosophy, process and program results comprise this modest but powerful action model for structuring learning communities on campus. Applying one woman's steps toward transformational action creates a setting for change and a structure for innovation within higher education's organizational mainstream. The model concludes with methods to deal with the occasional rough spots that are the realities of restructuring a community of learners.

**120. Promoting Diversity Through a NASPA Minority Undergraduate Fellows Program - Cabinet**

*Coordinating Presenter:*

*Melvin Terrell, Northeastern Illinois University*

*Participating Presenters:*

*Doug Woodard, University of Arizona*

*Constance Rockingham, MUFPA National Advisory Board*

*James Wallace, Southern Illinois University - Carbondale*

*Carol Logan-Patitu, Texas A&M University*

This session highlights the major findings from a recent evaluation of the NASPA Minority Undergraduate Fellows Program. The Fellows Program is designed to provide internship opportunities for minority undergraduates in student affairs administration. The session will encourage discussion of major factors facilitating the entry of minorities into the profession of student personnel administration.

**121. Gender and the Profession of Student Affairs - Consulate**

*Coordinating Presenter:*

*Kevin Grennan, University of Massachusetts*

*Participating Presenters:*

*Delight Champagne, Springfield College*

*Gary Malaney, University of Massachusetts*

*Mary Ellen Sailer, University of Massachusetts*

Student Affairs preparation programs have noted a preponderance of female applicants. Informal discussions have generated hypotheses about this phenomenon, but there is little systematic investigation into this apparent "feminization" of the profession. This interactive presentation examines this situation and gathers information from faculty, administrators, and graduate students to develop a comprehensive picture of current trends.

**122. Restructuring and Redefining Student Affairs Landscapes: Transitions, Traumas and Teamwork - Copenhagen**

*Coordinating Presenter:*

*Pamela Cogdal, University of Memphis*

*Participating Presenters:*

*Donald Carson, University of Memphis*

*Rosie Bingham, University of Memphis*

This presentation offers a panel of 3 student affairs professionals including a vice president, an assistant vice president and a counseling center director who will address organizational changes, problems and successes. The audiences will gain greater understanding of the relationship between institutional financial solvency and student affairs and the stages of transition that lead to productive work teams.

**123. Obesity Among College Students: "Addressing the Other Eating Disorder" - Crystal E, Hilton Hotel**

*Coordinating Presenter:*

*Chandra Cain, University of Georgia*

This program discusses the challenges and issues obese students face on campus, including misconceptions about obese individuals, body image, discrimination against obese students entering the job market, and social discrimination on campus. Participants will develop methods professionals can use to support obese students in their academic, co-curricular, and career endeavors.

**124. An Integrated Academic and Personal Advising Model for Small Colleges - Crystal F, Hilton Hotel**

*Coordinating Presenter:*

*Michael A. Cappeto, Colgate University*

*Participating Presenter:*

*Lisa Linquest, Colgate University*

Small colleges and universities have a unique opportunity to structure learning opportunities for students through effective advising. Students at small institutions expect high levels of individualized advising, yet faculty and staff resources, and skills and organizational structure appear insufficient to handle the demand. This session examines a programmatic philosophy for addressing the advising needs of students and examines three models of integrating academic and personal advising at small to moderate size colleges.



- 125. The Horns of a Dilemma: Desegregating Historically Black Colleges and Universities - Crystal G, Hilton Hotel**  
*Coordinating Presenter:*  
 Don Hossler, Indiana University  
*Participating Presenters:*  
 Erin Foley, Indiana University  
 Jackie Ramin-Gyurnek, Indiana University  
 Bruce Smail, Indiana University

The session will examine the issues and factors associated with the desegregation of HBCU's. The discussion will include: the role of constituent groups; campus leadership and the role of alumni; the role of demography and location; the impact of financial aid and other special recruitment efforts; the impact of mergers with historically white institutions; and the impact of increasing numbers of white students on the college experiences of African-American students.

- 126. Banneker Scholarships in Maryland and Affirmative Action in California: What's a Student Affairs Person to Do? - Imperial Ballroom, Salon A**  
*Coordinating Presenter:*  
 James M. Osteen, University of Maryland at College Park  
*Participating Presenters:*  
 Linda Clement, University of Maryland at College Park  
 Andrea Levy, University of Maryland at College Park  
 Gary Morrison, University of California

Two significant events occurred this past year which present unique challenges to efforts in our profession to achieve racial diversity in higher education. In May the Supreme Court let stand a lower court ruling to overturn the race-based Banneker Scholarship program at the University of Maryland. During the summer the University of California Board of Regents, at the urging of Governor Pete Wilson, voted to abandon race-based admissions practices. The focus of this program will be to provide a brief review of these two situations and to discuss implications for current practice in student affairs work.

- 127. Model for Assessing Student Outcomes Related to Student Affairs Programs - London**  
*Coordinating Presenter:*  
 Vicki P. Hawsey, Reid State Technical College

This community college model for assessing student development outcomes related to Student Affairs programs and services includes frameworks based on Chickering's vectors and is appropriate for use at the institutional or departmental level. Model components include the identification of Student Affairs mission and goals, specific student outcomes, resource identification, assessment, and evaluation.

- 128. Redefining Student Affairs Planning... An Orderly March - Madrid**  
*Coordinating Presenter:*  
 Jan Winniford, Texas A&M University  
*Participating Presenters:*  
 Richard Mullendore, University of North Carolina, Wilmington  
 Roger Ludeman, University of Wisconsin, Whitewater

This program will outline three planning models that have been successfully utilized to link institutional and unit-based planning, professional standards, TQM, annual reports, resource allocation, needs analyses, program review and evaluation, and outcomes assessment. With education facing increased scrutiny, effective planning and assessment is critically important in demonstrating how student affairs programs and activities impact learning outcomes.

- 129. Gay, Lesbian, Bisexual, and Transgendered Populations: Current Legal Issues on Campus - Marquis Ballroom, Salon IV**  
*Coordinating Presenter:*  
 David W. Hardy, University of Kansas  
*Participating Presenters:*  
 Ann Eversole, University of Kansas  
 Kim Grassmeyer, University of Kansas  
 Danny Kaiser, University of Kansas

Recent decisions by courts and actions taken by legislators have altered the legal environment for gay, lesbian, bisexual, and transgendered students, faculty, and staff on campus. These changes reflect a growing concern for improving conditions on campus for these populations and providing examples of ways to change existing attitudes. This presentation will focus on current legal decisions and engage participants in a discussion of campus issues.

- 130. Defining Student Discipline as a Learning Experience: Three Institutional Perspectives - McKenzie**  
*Coordinating Presenter:*  
 Thomas H. Burke, Middle Tennessee State University  
*Participating Presenters:*  
 Rodney Bennett, Middle Tennessee State University;  
 Elaine Globetti, University of Alabama  
 Richard Traylor, Samford University

This session examines how violations of student codes of conduct are addressed differently, but effectively, at three types of institutions. Judicial processes, philosophies of sanctioning, and approaches to off-campus behavior will be compared. Particular attention will be given to how institutional judicial systems can enhance student learning while maintaining the integrity of the academic community.

**131. Redefining Service Learning: Communities and Neighborhoods as Partners not Laboratories! - Quebec**

*Coordinating Presenter:*

*Thomas D. Hadley, University of Cincinnati*

*Participating Presenters:*

*Mike Enderly, University of Cincinnati*

*William Harris, University of Cincinnati*

Service learning programs are usually designed to expand the horizons of students but don't assess the effects the student activities have on communities. Such approaches assume communities are ill equipped to help themselves. In partnership approaches, however, communities define their needs and student affairs professionals devise service learning experiences in response. This session will provide an overview of the partnership approach, how it is implemented at one institution, and offer examples of successful efforts with local neighborhoods.

**132. See Idea Break at 10:30 a.m.**

**133. Professional Development - Developing a Collaborative Focus - Riviera**

*Coordinating Presenter:*

*Dan Raimondo, Canisius College*

*Participating Presenter:*

*Lori Reesor, University of Kansas*

This interactive session will help you discover more about professional development organizations and the benefits of new professional networking with colleagues from other institutions. Find out about what organizations such as NASPA can do for you and how the New Professionals Network fits into your professional development. This program is sponsored by the New Professionals Network.

**134. NASPA Teleconference Follow Up - Educating Students with Disabilities: A Shared Responsibility - South Hampton**

*Coordinating Presenter:*

*Dan Ryan, Canisius College*

*Participating Presenters:*

*Dennis Black, State University of New York, Buffalo*

*Tom L. Thompson, William Rainey Harper College*

Since the passage of the Americans with Disabilities Act (ADA) of 1990, college experiences of students with disabilities have received increased attention. Join us for a continuation of the discussion from the NASPA teleconference: Educating Students with Disabilities: A Shared Responsibility held October 25, 1995.

**135. Reflection Break on Student Affairs Knowledge and Skills - State**

*Coordinating Presenter:*

*Elizabeth E. Whitt, University of Illinois, Chicago*

Our conference theme, "Redefining Learning," provides an opportunity to reflect on our experiences as both educators and learners. This reflection break offers participants a setting to discuss the question, "What do Student Affairs staff need to know and be able to do to foster student learning?"

**136. Exploration into a Cultural Landscape: The Cross Cultural Health Program - Stockholm**

*Coordinating Presenter:*

*Michael A. Black, Pennsylvania State University*

*Participating Presenter:*

*Sangeeta Dhawan, Pennsylvania State University*

This presentation will investigate the Cross Cultural Health Program (CCHP), a student service that through cultural sensitivity emphasizes student voice, student activism, and institutional change. Participants will gain an understanding of how to approach cultural differences that may impede the delivery of student services and limit the ways in which student personnel administrators can be critical educators.

**137. Student Leadership Programs: Changing Faces, Shifting Paradigms - Summit**

*Coordinating Presenter:*

*William R. Curtis, California State University, Hayward*

*Participating Presenter:*

*Cynthia J. Baxter, California State University, Hayward*

*Participating Presenter:*

Today's rapidly changing student population calls for imagination and creativity in designing new approaches to fostering student learning. This session will initiate discussion of new paradigms for leadership programs as they relate to the expectations of and obstacles facing today's students. We will highlight a leadership program at CSUH, an urban commuter campus, which is successfully meeting this challenge.

**138. Student Learning and Leadership Development Through Student Activities at Monterrey Tech - Sydney**

*Coordinating Presenter:*

*Carlos Mijares López, I.T.E.S.M.*

*Participating Presenters:*

*Ing. Rodolfo Bello, I.T.E.S.M.*

*Ricardo Valázquez, I.T.E.S.M.*

Monterrey Tech is a 26 campus private university of Mexico. The institution's mission focuses on the development of attitudes and abilities of leadership and entrepreneurship in its students. Students' activities provide the best way to make the mission become a



reality. This session will describe the student learning resulting from their planning, organization and evaluation of academic Symposia.

**139. See Idea Break at 10:30 a.m.**

**140. We Brought a Quilt and it Transformed Us - Tigris/Danube**

*Coordinating Presenter:*

*Merrily S. Dunn, Mississippi State University*

*Participating Presenters:*

*L. Lincoln Johnson, Mississippi State University*

*Tammy Cheramie, Mississippi State University*

In the Fall of 1993 two Mississippi State University student affairs administrators and a faculty member decided the campus needed to experience the AIDS Memorial Quilt. In January of 1995, 4,000 people did so. This program describes the process of bringing the Quilt, but, more importantly, traces the administrative challenges and the emotional and psychological processes inherent in opening a dialogue on this issue.

**141. The Politics, Process, and Benefits of Implementing Student Satisfaction Surveys - Trinidad**

*Coordinating Presenter:*

*Marc Lee Weis, Stanford University*

Student affairs is forced to do more with less in an environment of limited resources and increasing competition. This presentation uses a case study to explore how student affairs can use student satisfaction surveys to recognize excellence in programs and services; identify areas that require attention; and identify and describe how student affairs contributes to student learning.

**142. Living and Dining with Faculty: Supporting Learning, Retention, and Academic Performance - Yukon**

*Coordinating Presenter:*

*Daniel H. W. Stallings, University of Southern California*

*Participating Presenter:*

*Rachel Isgar, University of Southern California*

How many times have you been asked: "How does Student Affairs support the academic mission of the institution?" USC is aggressively facilitating student and faculty interactions through resident and non-resident faculty residential communities through its housing system. This workshop will address the effects of the Residential Faculty Communities on student satisfaction, retention and academic performance.

**143. The Marriage of Residence Life and Greek Life - Can the Two Live Happily Together? - Zurich**

*Coordinating Presenter:*

*Julie A. Murray, University of Nebraska, Kearney*

*Participating Presenters:*

*Dean Bresciani, University of Nebraska, Kearney*

*Bridget Guernsey, Emory University*

*Jim Hoppe, St. Louis University*

*Michael Shonrock, Texas Tech University*

*Barbara Snyder, University of Nebraska, Kearney*

*Edward Whipple, Bowling Green State University*

Two trends have emerged concerning the fate of fraternities and sororities. In some cases, universities have banned Greek associations from the campus; while at other institutions, fraternities and sororities have been brought on campus for close monitoring. A panel of senior and middle level student affairs administrators and participants will have an opportunity to examine the collaboration of Greek Life and Residence Life.

**Idea Break**

**1:15 p.m. - 1:45 p.m.**

**156. Bridging Theory and Practice: A Discussion of Moral Reasoning Levels for Students in the Discipline System - Trinidad**

*Coordinating Presenter:*

*Maureen A. McCarthy, Austin Peay State University*

*Participating Presenters:*

*Barbara A. Phillips, Austin Peay State University*

*F. Joseph Mills, Austin Peay State University*

Using developmental theories to face daily challenges of student affairs professionals can be viewed as impractical, given increasing time constraints. This session focuses upon the benefits of using a moral development theory in a campus discipline system. Participants will use examples to apply theory to practice.



**144. Sexual Assault and the Final Regs: Redefining the Campus Community - Amsterdam**

*Coordinating Presenter:*

*Dennis Pruitt, University of South Carolina*

*Participating Presenters:*

*Donna Hight, University of South Carolina*

*Eileen Korpita, University of South Carolina*

In the face of evolving federal regulations, colleges and universities have been forced to critically examine the impact of these regulations on the campus community. This session will offer examples of one university's policies, procedures, and protocols that were developed to meet the requirements of the new mandates. Potential problems and conflicts with existing procedures will be examined with active participation from the audience.

**145. The Landscape of Accountability: Documenting Program Impact on Freshmen Persistence - Bonn**

*Coordinating Presenter:*

*Holley A. Belch, Arizona State University*

*Participating Presenter:*

*Debra Sells, Arizona State University*

National attention has focused recently on undergraduate education, retention, and assessment of learning outcomes and program effectiveness. This program will address one institution's efforts in documenting the impact of a residentially-based, academically focused program for freshmen retention and persistence and the partnership that developed with Academic Affairs. Practical applications, results, and problem-solving techniques will be shared.

**146. Getting the Most Out of Your Second Year of Graduate School - Cabinet**

*Coordinating Presenter:*

*Diane Cooper, Appalachian State University*

*Participating Presenters:*

*Margaret A. Healy, Mankato State University*

*Ross Fraser, Northeastern University*

*Nancy Borkowski, University of North Carolina, Greensboro*

This program offers strategies to help students make plans for their second/final year of a student affairs preparation program and get the most out of that year. Perspectives will be provided by a faculty member, chief student affairs officer, potential employer, and career services administrator. Learn how to increase your marketability.

**147. Developing Black Community Leadership: A Town-Gown Approach - Consulate**

*Coordinating Presenter:*

*Leonard Perry, Brown University*

Today more Black students are being asked to assume leadership responsibilities for both their peers and

their communities. Unfortunately, very few students (Black and non-Black) have had leadership training that is culturally relevant to the Black community. A course has been designed and developed to provide a social context for leadership development. This program will provide the opportunity to discuss the course model and other methods for culture-based leadership training.

**148. Qualified Student Health Plans (QSHPs): A New Idea for Financing College Health Services - Copenhagen**

*Coordinating Presenter:*

*Murray M. DeArmond, University of Arizona*

*Participating Presenter:*

*James P. Mitchell, Montana State University*

This program will describe the proposal for Qualified Student Health Plans (QSHP's—Pronounced "Q-Ships"). This is a concept that combines the health service fee and the student insurance premium into a tax deductible QSHP fee to provide a comprehensive health delivery system for students on a particular campus.

**149. A New Fraternal Landscape: Substance Free Housing - Crystal G, Hilton Hotel**

*Coordinating Presenter:*

*William Bracewell, University of Georgia*

*Participating Presenters:*

*Lissa Bradford, National Panhellenic Conference*

*Patty Purish, National Panhellenic Conference*

*Jonathan J. Brant, National Interfraternity Conference*

In an effort to promote more productive student learning environments, a pilot program creating substance free men's fraternity housing has been implemented as a joint effort of the National Interfraternity Conference and the National Panhellenic Conference. This session will review the status of three pilot campuses, what lessons have been learned, and recommendations for facilitating such an initiative on your own campus.

**150. Redefining RA Training: Employing TQM and the Fifth Discipline - London**

*Coordinating Presenter:*

*Darla J. Twale, Auburn University*

*Participating Presenters:*

*W. Van Muse, Auburn University*

*Katie L. Pattillo, Auburn University*

RA training has been expanded to address an ever increasing number of resident student problems. Twenty-one liberal arts colleges discussed their RA training programs, which were rated very helpful overall by only 15% of their RAs. Since RAs are in the trenches, perhaps more attention should be paid to them and the students they serve when structuring RA training.



**151. A National Longitudinal Study on Student Retention and Graduation Rates - McKenzie**

*Coordinating Presenter:*

*L. Sandy MacLean, University of Missouri, St. Louis*

*Participating Presenter:*

*Wayne Peterson, Wright State University*

In response to the Student Right to Know Act, fifteen urban universities have collaborated in a longitudinal student retention and graduation study. Data will be presented on retention and graduation rates for these universities by sex and ethnic origin for the cohorts of 1984, 1990, and 1993.

**152. Redefining Learning: Service Learning at the Carter Center - Quebec**

*Coordinating Presenter:*

*Joyce Jones, Emory University*

Colleges struggle to combine learning experiences in the real world with the more traditional classroom setting. The Carter Center in Atlanta, established in 1982, furthers the vision of President Jimmy Carter and works to develop and maintain partnerships with agencies, academic facilities, and others in order to raise global awareness. Two aspects of the Carter Center's partnership with Emory University, which represents a nontraditional learning model, will be described.

**153. Legal Issues for Diverse Populations: Transitions into the 21st Century - Stockholm**

*Coordinating Presenter:*

*Alicia F. Chavez, University of Arizona*

*Participating Presenters:*

*Sherry L. Mallory, University of Arizona*

*Melissa Vito, University of Arizona*

*Veda Hunn, University of Arizona*

Recent societal and political elements have spurred legal trends affecting higher education. The courts and the society have become increasingly hostile toward marginalized populations and issues, surrounding race, sexual orientation, gender, physical ability, and immigrant status. The presenters will provide an overview of issues and facilitate dialogue concerning implications for student affairs.

**154. Creating Learning Communities to Involve Commuter Students - Summit**

*Coordinating Presenter:*

*Barbara Jacoby, University of Maryland at College Park*

*Participating Presenter:*

*Robert J. Naples, University of California, Los Angeles*

In this program, participants will learn how commuter students can be effectively involved in learning communities and how to develop learning communities that

are intentionally inclusive of commuter students at a wide range of institutions. Presenters will also describe the resources of the National Clearinghouse for Commuter Programs and the NASPA Adult Learners/Commuter Students Network. Extensive handouts will be provided.

**155. Genograms and African-American Students - Tigris/Danube**

*Coordinating Presenter:*

*Johnetta Cross Brazzell, Spelman College*

*Participating Presenter:*

*Vanessa M. Mahmoud, Spelman College*

This presentation will focus on African-American students and the use of genograms in individual work with them. Different subcultural styles will be represented and examples of genograms will be used. Participants will be able to identify acculturated, bicultural, traditional, afrocentric, and survivalist family genograms. Emphasis will be on how students learn about their own family patterns, dynamics, strengths, and weaknesses. Discussion of the use of genograms in individual counseling sessions will be held.

**156. See Idea Break for 1:15 p.m.**

**2:15 p.m. - 3:30 p.m.**  
**Major Session**  
**Olympic Athletes' Panel**  
**Marquis Ballroom,**  
**Salon III**

**3:00 p.m. - 4:15 p.m.**

**157. CSP Curriculum Swap Shop - Amsterdam**

*Coordinating Presenter:*

*Charles G. Eberly, Eastern Illinois University*

This session for student affairs preparation faculty is designed to share teaching and learning ideas, materials, and procedures. The focus of the 1996 swap session is the use of technology in pre-service preparation courses.

**158. Multicultural Consulting - Bonn**

*Coordinating Presenter:*

*Janice D. Taylor, University of Georgia*

*Participating Presenters:*

*Vernon Wall, University of Georgia*

*Kecia Thomas, University of Georgia*

The challenge of multiculturalism has turned college administrator's focus toward consulting guidance from specialists in addressing ethnic and cultural diversity issues. This presentation will focus on issues relating to the selection of qualified consultants and trainers, and the importance of creating cooperative unions between chief student affairs officers and multicultural advocates and students.

**159. See Session 10:45 a.m. - 12:00 p.m. on Friday, March 15**

**160. Dialogues for Diversity: Learning for the 21st Century - Picard - Chablis**

*Coordinating Presenter:*

*Larry H. Ebbers, Iowa State University*

*Participating Presenters:*

*Daniel C. Robinson, Iowa State University*

*Donna Gilligan, Iowa State University*

*Bev Uhlenhake, Iowa State University*

*Suzanne Hendrich, Iowa State University*

Iowa State University has implemented a Dialogues for Diversity course offered to undergraduate students at Iowa State University. The course is taught by a team of one faculty, one student affairs staff member and one student. Presenters will discuss the development and implementation of this course. Emphasis will be placed on course development, syllabus, facilitation and evaluation.

**161. Collaborative Learning Communities - Academia in Residence - Copenhagen**

*Coordinating Presenter:*

*Gene Luna, University of South Carolina*

*Participating Presenter:*

*Melani Miller, University of South Carolina*

In the residence halls at the University of South Carolina student learning is best accomplished through collaboration with academic affairs. Presenters and participants will share some tales of journeys toward a collaborative learning community. Handouts, including program descriptions from USC, will be provided.

**162. Expanding Your Network: WISA Sponsored Roundtable Series - Crystal E, Hilton Hotel**

*Coordinating Presenter:*

*Bridgette Pregliasco, University of Louisville*

A series of roundtables sponsored by WISA provides an opportunity for women with similar issues to share concerns and success strategies. Separate roundtables

will include: senior student affairs officers, graduate students/new professionals, women of color, women with children, and mid-level professionals. Choose one that best suits your needs.

**163. Parents Just Don't Understand -**

**Crystal F, Hilton Hotel**

*Coordinating Presenter:*

*Kevin D. Worthen, Lafayette College*

*Participating Presenter:*

*James F. Krivoski, Lafayette College*

How do you communicate the educational and developmental role of residential living and other co-curricular activities to parents? What do you do when a parent threatens you with legal action? These questions highlight a trend towards increasing parental involvement in higher education. This interactive program will explore the issue by presenting information from parents, Admissions Officers, CSAOs, CHOs, and current research literature.

**164. Financial Aid Discount & Leverage Analysis: A Primer for Student Affairs -**

**Crystal G, Hilton Hotel**

*Coordinating Presenter:*

*David H. Kalsbeek, Xavier University*

*Participating Presenter:*

*Robert Thomas, Westminster College*

Few issues are more critical at many institutions than the escalating financial aid budgets required to achieve enrollment goals. This session will introduce concepts of discount and leverage analysis, including defining and calculating a "discount rate", explaining the factors affecting financial aid increases, and suggesting strategies for increasing net tuition revenue through aid leveraging.

**165. Comprehensive Approaches to Developing Leadership Potential - London**

*Coordinating Presenter:*

*Deb Moriarty, University of Michigan*

*Participating Presenters:*

*Robert M. Sheehan, Jr., LeaderShape, Inc.*

*Suzanne Sarafa, University of Michigan*

Today's campus landscape requires collaboration to provide comprehensive, practical models of developing leadership potential. Such a model is emerging at the University of Michigan, utilizing LeaderShape® as a core component, as well as faculty, student, alumni, and corporate partnerships. In this session, participants will have the opportunity to discuss the challenges and rewards of incorporating comprehensive approaches into their campus efforts.



**166. Reflection Break on Partnerships with Academic Affairs - Madrid**

*Coordinating Presenter: Sheila Murphy,  
Simmons College*

Our conference theme, "Redefining Learning," provides an opportunity to reflect on our experiences as both educators and learners. This reflection break offers participants a setting to discuss the question, "How can successful partnerships be formed with our academic colleagues to achieve institutional goals for student learning?"

**167. Enhancing the Learning Environment for Graduate Students - McKenzie**

*Coordinating Presenter:  
Cynthia S. Johnson, California State University, Long Beach*  
*Participating Presenter:  
Kathryn E. Goddard, California State University, Long Beach*

Selected students in the master's program, Student Development in Higher Education at CSULB participate in the Protégé Program for two years in half time entry level positions. Protégés and faculty members will describe the intentional learning projects which anchor the scholar practitioner role of the graduate students.

**168. The Laboratory for Learning: Redefining Learning in a Residential Environment - Quebec**

*Coordinating Presenter:  
William M. McDonald, Carson-Newman College*  
*Participating Presenters:  
Cathy E. Brown, Carson-Newman College  
Robby Littleton, Carson-Newman College*

Carson-Newman College has established a residential college model for middle-sized institutions. A team of faculty, students and staff for each residence hall has implemented programming designed to focus students attention on academic and extracurricular issues. Through small-group debates and participation in co-curricular activities that bring academic issues to life, students are practicing new ways of learning.

**169. A Clash of Values — Diversity vs. Affirmative Action - Riviera**

*Coordinating Presenter:  
Joanne C. Ferriot, Nicholls State University*  
*Participating Presenter:  
Eugene Dial, Nicholls State University*

How can our gradual movement toward diversity continue in a political climate that is hostile toward affirmative action? Can measures promoting one be legally and logically separated from the other? A dean with a commitment to diversity and a vice president/attorney discuss implications and solutions, with audience participation.

**170. African American Multigenerational Issues and Academic Achievement - South Hampton**

*Coordinating Presenter:  
Johnetta Cross Brazzell, Spelman College*  
*Participating Presenter:  
Rosemary S. Allwood, Spelman College*

College-age African Americans often find themselves having confusion and conflict about the nature and process of educational achievement as it specifically relates to the African American value system. Often counselors are unaware of the culturally specific pressures encountered by Black students and, therefore, experience counseling process blockages. This workshop will examine how counselors can help young African Americans in those situations.

**171. Initiating Changes Through Student Assessment - Stockholm**

*Coordinating Presenter:  
Robert C. DeWitt, Pennsylvania State University  
Beaver Campus*  
*Participating Presenter:  
Amy Blinn, Pennsylvania State University Beaver Campus*

For the past two years, the student affairs unit at Penn State campuses have developed an assessment tool that measures the importance of services and how satisfied our customers (students) are with these services. This program will assist participants in developing an assessment tool that will provide them with data to initiate changes at their campuses.

**172. Integrating Enrollment, Advising, and Retention Through Vision and Cross-Functional Teamwork - Rio Grande**

*Coordinating Presenter:  
Karl J. Beeler, University of Missouri, St. Louis*  
*Participating Presenter:  
Pamela J. Moehl, University of Missouri, St. Louis*

This program focuses on using a vision of student success to achieve significant organizational change. An institutional case study in progress will serve as the focal point of discussions about vision, design, cross-functional teams, core processes, strategic solutions, continuous fundamental improvement, and cultural change. This demonstration is based on a success story of collaboration between academic and student affairs.

**173. Student Affairs Professionals as Writers: Challenges and Opportunities for becoming a Published Practitioner - Tigris/Danube**

*Coordinating Presenter:*

*Lori S. White, Georgetown University*

*Participating Presenters:*

*Margaret Barr, Northwestern University*

*Barbara Jacoby, University of Maryland at College Park*

*Carmen Jordan-Cox, University of San Francisco*

The active engagement of student affairs professionals in writing for publication is one way to gain recognition for our contributions to student learning. The focus of this program is to discuss the challenges and opportunities for becoming a "published" practitioner, and to explore whether and how writing by student affairs professionals contributes to student learning and to reflective student affairs practices.

**174. Holistic Student Learning: Integrating Intellectual, Social, and Emotional Development - Trinidad**

*Coordinating Presenter:*

*Patrick G. Love, Kent State University*

*Participating Presenter:*

*Anne Goodsell Love, University of Akron*

Program participants will discuss and apply strategies to reintegrate intellectual, social, and emotional student development in their work. Strategies include intentionally bringing together intellectual, social, and emotional elements to students' out-of-class lives. Participants will learn about adopting a critical cultural perspective, which requires that the barriers to reintegration in current practice be identified, analyzed, and changed.

**175. Behind the Wheel: A Typical Commuter Student's Day - Yukon**

*Coordinating Presenter:*

*Karen Zarske, Arizona State University West*

*Participating Presenters:*

*Jim Galbraith, South Mountain Community College*

*Neva Owens, University of Hawaii*

A majority of college students today are commuters, yet we fail to realize the daily pressures and hurdles they must overcome. Work, family, civic, and social commitments are conflicting realities. Gain new insights into their physical and emotional stresses through this dynamic presentation, based on a cross section of commuter students at three western state institutions.



# Schedule at a Glance

Sunday, March 17, 1996

## Conference Services

8:00 a.m. - 12:00 p.m. Conference Headquarters  
*Press Room*

## Conference Activities

8:00 a.m. - 9:00 a.m. Major Featured Session  
Reflection, Renewal: Redefining Personal  
Commitment  
*Marquis Ballroom, Salon III*

9:00 a.m. - 10:15 a.m. Interest Sessions

10:30 a.m. - 11:45 a.m. Major Session  
Closing Panel  
*Marquis Ballroom, Salon I & II*



# Reflections on Sunday

*“... the time has come  
for sober reflection,  
for assessment of our methods  
and for anticipating pitfalls.”*

(Martin Luther King, Jr., 1967)



8:00 a.m. - 9:00 a.m.

**Major Featured Session****Reflection Renewal: Redefining Personal Commitment****Convener: Reverend Mark Lomax****Imperial Ballroom, Salon III**

Sunday, March 17

9:00 a.m. - 10:15 a.m.

**176. Learning Teams: New Models for New Times - Riviera***Coordinating Presenter:**Larry H. Ebbers, Iowa State University**Participating Presenters:**Daniel C. Robinson, Iowa State University**Kathy Jones, Iowa State University**Oscar Lenning, Iowa State University**Steve Richardson, Iowa State University*

This session focuses on cooperative efforts between academic departments and college and student affairs units at Iowa State University to implement and assess learning teams. Twenty-seven learning teams were initiated Fall Semester 1995. Emphasis of the session will be "start-up," organizational and assessment issues.

**177. Redefining Learning for Assessment: Alternative Metaphors for the Student Experience - Bonn***Coordinating Presenter:**David H. Klasbeek, Xavier University*

Assessment of student outcomes and the student experience is framed by assumptions about how certain experiences promote student learning. One approach to redefining learning is to explore alternative metaphors or mental models for the student experience, and especially how the out-of-class experience contributes to learning outcomes. Six alternative metaphors for the student experience and student learning are explored.

**178. Redefining Higher Education: The New American College - Cabinet***Coordinating Presenter:**Marilyn Deppe, Hamline University**Participating Presenter:**Matthew Rader, Hamline University*

Comprehensive colleges are in a quandary. Ernest Boyer along with thirteen Academic Deans from across the country have created a unique New American

College model for higher education which is based on connections between academic and student life. Participants will discuss the possibilities the New American College presents for Student Affairs on several college campuses.

**179. Refining Student Affairs Research Maps: Charting the Human Science Paradigm - Copenhagen***Coordinating Presenter:**Kim Chambers, University of Connecticut*

This presentation proposes that college student development research more frequently use the human science research paradigm. More qualitative research presented in workshops at this conference and in our journals calls for a thoughtful approach. Still, the more traditional research based on a natural science, quantitative, paradigm predominates. This presentation examines both paradigms, considering the research history of our field.

**180. Comprehensive New Student Orientation Program Development: From Planning to Program Offering - London***Coordinating Presenter:**Gary M. Morgan, University of North Carolina, Charlotte*

This program will describe the development of a comprehensive new student orientation program for freshmen, called "ColEdgeLife!," from the planning to pilot program through four years of continuous redefinition. Participants will have the opportunity to share their perspectives on program planning and the ideas offered, and discuss how these ideas may be practically implemented.

**181. Discovering Critical Issues and Professional Preparedness in Student Affairs - Madrid***Coordinating Presenter:**Stephen Haseley, Oklahoma State University**Participating Presenters:**Ronald Beer, Oklahoma State University**Marcia Dickman, Oklahoma State University*

In order to provide appropriate and comprehensive services to students, it is essential that student affairs professionals be able to identify and prioritize issues that create the kind, emphasis, and intensity of those programs and services offered. An interactive presentation of a model for accomplishing these tasks will be presented. Results of this model's application to the "Big 12" Universities will act as a basis for the presentation.

**182. To Build Community at Large State Universities Using "Statements of Principles" - Quebec**

*Coordinating Presenter:*

*Thomas J. Risch, Louisiana State University*

*Participating Presenters:*

*Dennis Pruitt, University of South Carolina*

*James Doren, University of South Carolina*

*Warren Richey, Louisiana State University*

One of our challenges is the development and maintenance of a sense of community in our large and diverse universities. Two major universities, the University of South Carolina and Louisiana State University are using "Statements of Principles" to achieve that goal. This program will explore how these statements were developed, are being used and the effects that can be demonstrated.

**183. Building Community Making Contact (Connections): A How to Guide - Stockholm**

*Coordinating Presenter:*

*Tinina Cade, University of Richmond*

*Participating Presenter:*

*Consuelo Y. Staton, University of Richmond*

The purpose of this workshop is to discuss ways of developing effective programming for students of color using a support group format. Support groups of this kind have been established and challenge many assumptions under which colleges and universities try to reach these student populations via established groups. The workshop will describe program materials and assist participants in determining ways in which such strategies might be implemented on their campuses to achieve similar objectives.

**184. A Foundation for the Future: Envisioning a New Greek Life Community - Sydney**

*Coordinating Presenter:*

*Terry Zacker, University of Maryland at College Park*

*Participating Presenters:*

*Drury Bagwell, University of Maryland*

*at College Park*

*Marsha Guenzler, University of Maryland*

*at College Park*

*William L. Thomas, Jr., University of Maryland*

*at College Park*

The University of Maryland at College Park created a new vision for its Greek community in 1995. This vision identifies nineteen standards that are intended to strengthen fraternity and sorority chapters and to preserve the Greek experience for future students. Presenters will share ideas on how the "Maryland Plan" was developed. Process and content experiences and suggestions will be presented.

**185. Non-traditional Student Housing: An Institutional Issue for the 21st Century - Trinidad**

*Coordinating Presenter:*

*Thayne M. McCulloh, Gonzaga University*

*Participating Presenter:*

*Steven W. Boggs, Gonzaga University*

While many campuses are grappling with the harsh realities of decreasing enrollment and empty residence hall wings, the resilient campuses are attracting and retaining more non-traditional residents. Learn about creating a system that accommodates non-traditional students by altering or creating physical, social, and perceptual environments that are congruent with their needs and desires.

**186. Reflection Break on Assessment - Zurich**

*Coordinating Presenter:*

*M. Lee Upcraft, Pennsylvania State University*

Our conference theme, "Redefining Learning" provides an opportunity to reflect on our experiences as both educators and learners. This "reflection break" offers participants a setting to discuss the question, "How do we know our students are learning – and how do we know we influence that learning?"

**10:30 a.m. - 11:45 a.m.  
Closing Session  
Marquis Ballroom,  
Salons I & II**

**A New Landscape: Student Affairs in the 21st Century**

**Moderator:**

**George Kuh, Indiana University**

**Panelists:**

**Jon Dalton, Florida State University**

**Janet Smith Dickerson, Duke University**

**Anne Golseth, Ohlone College**

**Larry Roper, Oregon State University**



# NASPA Network Programs

Chairs of the NASPA Networks have identified programs of interest to their Networks. These programs are listed here by title and program number for each Network.

## Adult Learners and Commuter Students

- 7** A New Day at KSC: The Establishment of Cross-Functional Teams
- 12** Developing a College Conflict Resolution Institute
- 82** Realizing Potential Learning Opportunities: Partnering Adult and Staff Development
- 110** Redefining New Student Orientation for Special Populations
- 154** Creating Learning Communities to Involve Commuter Students
- 175** Behind the Wheel: A Typical Commuter Student's Day

## Community Colleges

- 11** Current Student Affairs Issues in Community Colleges
- 12** Developing a College Conflict Resolution Institute
- 34** A Marriage Made in Heaven: Students and Community Service
- 42** Faculty and Student Affairs Collaboration: A "Distance Learning Student Profile Model" for Retention/Persistence
- 47** A Multi-Faceted Retention Plan for the Small Two-Year College
- 72** Weaving Common Threads: Tradition, Transition and Training for Native Americans
- 79** All the Same Students: Integrating Student Services and Instruction
- 132** A Model Retention Program Targeting Freshmen on Academic Probation
- 154** Creating Learning Communities to Involve Commuter Students
- 172** Integrating Enrollment, Advising, and Retention Through Vision and Cross-Functional Teamwork
- 175** Behind the Wheel: A Typical Commuter Student's Day

## Disability Concerns

- 105** Redefining Learning: Technology and Accommodations Training for Students with Disabilities
- 123** Obesity Among College Students: Addressing The Other Eating Disorders
- 134** NASPA Teleconference Follow-Up - Educating Students with Disabilities: A Shared Responsibility
- 153** Legal Issues for Diverse Populations: Transitions into the 21st Century

## Educational Equity and Ethnic Diversity

- 8** Assessing the Environment for Women of Color in Student Affairs
- 13** A Product of Change: Minority Affairs Programs in the 90's
- 18** Legal and Ethical Issues Involving the Information Highway and Other Technological Vehicles
- 25** Survival Factors for Black Students on Predominantly White Campuses
- 35** The African American Student Affairs Professional: Lessons for All (Special Extended Session)
- 55** Afrocentricity and Black Student Development
- 66** Lucy Diggs Slowe and the Legacy of African American Women Deans
- 67** Empirical Studies on Latino/a Ethnic Identity: Essential Knowledge for the Future Landscape
- 76** Learning to Value the "Other": A Theory of Diversity Development
- 94** Diferencias: Diversity Among Latinos
- 99** Beyond "Diversity": The Emergence of Anti-Racism Training in Higher Education
- 112** Supervision Strategies of the Mid-Level Supervisor
- 120** Promoting Diversity Through the NASPA Minority Undergraduate Fellows Program
- 147** Developing Black Community Leadership: A Town-Gown Approach
- 153** Legal Issues for Diverse Populations: Transitions into the 21st Century
- 155** Genograms and African-American Students
- 158** Multicultural Consulting, Training and Assessment: Creating and Redefining Inclusive Campus Climates
- 169** A Clash of Values - Diversity vs. Affirmative Action
- 170** African American Multigenerational Issues and Academic Achievement

- 173 Student Affairs Professionals as Writers: Challenges and Opportunities for Becoming a Published Practitioner

## Enrollment Management

- 2 Enhancing Financial Aid Operations to Meet Institutional Missions and Goals
- 25 Survival Factors for Black Students on Predominantly White Campuses
- 42 Faculty and Student Affairs Collaboration: A "Distance Learning Student Profile Model" for Retention/Persistence
- 46 Interactive Enrollment Projections: Creating a Dynamic Dialogue on Institutional Change
- 47 A Multifaceted Retention Plan for the Small Two-Year College
- 86 Creating Learning Organizations for Enrollment Management: What's Student Affairs' Role?
- 97 Redefining Scholarships: Not Just an Issue of Money Anymore
- 111 Beyond Support Services - An Audit of Three Academic Departments with High Student Retention
- 132 A Model Retention Program Targeting Freshman on Academic Probation
- 145 The Landscape of Accountability: Documenting Program Impact on Freshmen Persistence
- 151 A National Longitudinal Study on Student Retention and Graduation Rates
- 164 Financial Aid Discount and Leverage Analysis: A Primer for Student Affairs
- 172 Integrating Enrollment, Advising, and Retention Through Vision and Cross-Functional Teamwork

## Fraternity and Sorority Network

- 70 Paper Dolls and Skaters: Culture, Symbolism, and Hazing in Black Greek Organizations
- 143 The Marriage of Residence Life and Greek Life - Can the Two Live Happily Together?
- 184 A Foundation for the Future: Envisioning a New Greek Life Community
- 149 A New Fraternal Landscape: Substance-Free Housing

## Gay, Lesbian, and Bisexual Concerns

- 1 Writing for the *NASPA Journal*: An Introduction for Authors
- 3 University of Michigan's Lesbian, Gay, and Bisexual Programs Office: Doin' It Right
- 37 Sexual Minorities, Student Learning, and CSAOs: Special Challenges
- 54 Current Services for Gay, Lesbian, and Bisexual Students at Southeastern Institutions
- 129 Gay, Lesbian, Bisexual, and Transgendered Populations: Current Legal Issues on Campus
- 140 We Brought a Quilt and It Transformed Us
- 153 Legal Issues for Diverse Populations: Transitions into the 21st Century

## International Education

- 5 Evaluating and Enhancing Human Relations Among Student Affairs Professionals
- 14 Fulbright and Other (Free) International Experiences for Student Affairs Professionals
- 17 NASPA International Education Network: Redefining Learning, Internationally
- 29 Latin America and the United States: New Beginnings in Student Affairs
- 44 Exploring New Landscapes: International Exchanges for Students and Staff
- 58 The World of Student Affairs Today and Tomorrow (Special Extended Session)
- 73 Establishing Working Relationships with International Student Services Divisions
- 90 Raise the Red Banner: An Uprising to a New Dawn
- 100 An International Perspective on Student Affairs Work
- 115 Women's Development in Student Affairs in the West Indies (Jamaica)
- 138 Student Learning and Leadership Development Through Student Activities at Monterrey Tech

## New Professionals

- 27 Melvane D. Hardee Dissertation of the Year
- 103 How to Keep Your Head When Everyone is Losing Theirs
- 121 Gender and the Profession of Student Affairs



- 133** Professional Development - Developing a Collaborative Focus
- 146** Getting the Most Out of Your Second Year of Graduate School
- 167** Enhancing the Learning Environment for Graduate Students

## Small Colleges and Universities

- 5** Evaluating & Enhancing Human Relations Among Student Affairs Professionals
- 22** A New Student Leadership Paradigm: Diverse Perspectives on Developing Leadership
- 30** Are We There Yet? Assessing Student Perceptions of Community in Higher Education
- 36** Seismography for Student Affairs Professionals: Coping with a Shifting Terrain
- 41** What do I Expect from My RA? Changing Expectations, Changing Climate
- 47** A Multi-Faceted Retention Plan for the Small Two-Year College
- 82** Realizing Potential Learning Opportunities: Partnering Adult and Staff Development
- 95** Apples and Oranges: Creating Partnerships Between Academic and Student Affairs
- 96** Small College and University Network Roundtable
- 98** New Deans as Change Agents: Challenges and Opportunities
- 102** Student Outcomes Assessment: From Findings to Action
- 113** Students and Quality: Leadership and Service to the Community
- 114** Transforming the Landscape: A Strategic Plan Towards a Socially Responsible Environment
- 119** Rosa Parks, "Skunkworks" and White Water Rafting: Structuring Learning Communities
- 124** An Integrated Academic and Personal Advising Model (For Small Colleges)
- 163** Parents Just Don't Understand
- 168** The Laboratory for Learning: Redefining Learning in a Residential Environment
- 178** Redefining Higher Education: The New American College

## Urban Colleges and Universities

- 6** Preparing Students Committed to Community Service Through Curricular and Co-curricular Programs

- 34** A Marriage Made in Heaven: Students and Community Service
- 131** Redefining Service Learning: Communities and Neighborhoods as Partners Not Laboratories!
- 147** Developing Black Community Leadership: A Town-Gown Approach
- 154** Creating Learning Communities to Involve Commuter Students
- 175** Behind the Wheel: A Typical Commuter Student's Day

## Women in Student Affairs

- 8** Assessing the Environment for Women of Color in Student Affairs
- 28** Redefining Staff Amorous Relationship Policies: Reflections on Law and Ethics
- 35** The African American Student Affairs Professional: Lessons for All (Special Extended Session)
- 49** The Career and Life Satisfaction of Women Student Affairs Administrators
- 57** The Higher Education Job Search: Post NASPA Expectations
- 63** From Good Old Girls to Women in Student Affairs: Redefining the Network
- 66** Lucy Diggs Slowe and the Legacy of African American Women Deans
- 76** Learning to Value the "Other": A Theory of Diversity Development
- 78** The Career Path for Minority Student Affairs Professionals
- 115** Women's Development in Student Affairs in the West Indies (Jamaica)
- 118** Talking About Learning: Trends and Taboos in a Women's Residence
- 121** Gender and the Profession of Student Affairs
- 123** Obesity Among College Students: Addressing the Other Eating Disorder
- 139** Identity Metaphors: Male and Female Portraits of College Student Identity
- 144** Sexual Assault and the Final Regs: Redefining the Campus Community
- 162** Expanding Your Network: WISA Sponsored Roundtable Series
- 167** Enhancing the Learning Environment for Graduate Students

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reveals a landscape  
dotted with obstacles,  
the time has come  
for sober reflection,  
for assessment of our methods  
and for anticipating pitfalls.  
Stumbling and groping  
through the wilderness  
finally must be replaced  
by a planned, organized  
and orderly march."*

Dr. Martin Luther King, Jr.,  
Where Do We Go From Here:  
Chaos or Community?, 1967.

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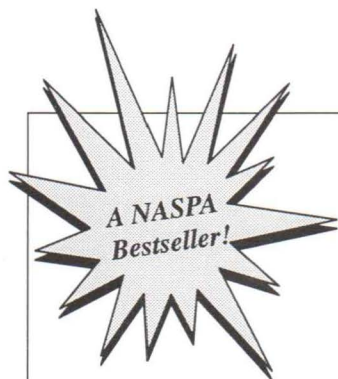
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# Index of Presenters

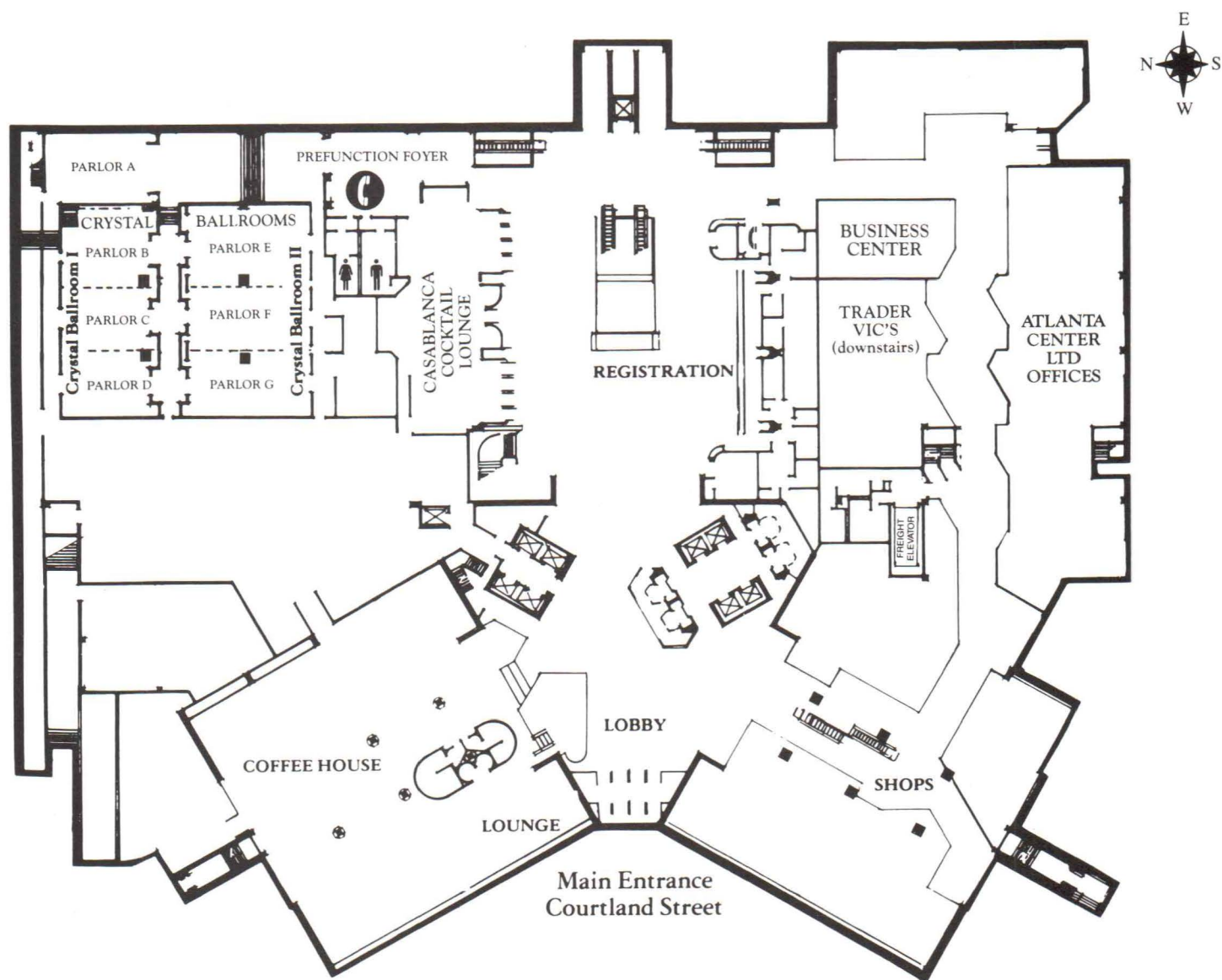
Abarbanel, Gail	P10	Ebbers, Larry	160, 176
Avery, Richard	P23	Eberly, Charles	23, 157
Badders, Fred	61	Elling, Theodore	16
Barrett, Kimberly	71	Elliott, Betty	42
Bass, Randall	18, 50, 60	Ellis, Shannon	119
Basso, Sharon	132	Emerick, Sandra	10
Beeler, Karl	P1, 172	Espinosa, Corina	P13
Belch, Holley	145	Estanek, Sandra	P17
Belote, Linda	P11	Farman, Catherine	P10
Bender, Barbara	1	Ferriot, Joanne	169
Bernal, Elena	94	Ford, Joseph	113
Bernard, Dan	43	Ford, Lowell	11, 72
Berson, Judith	P4	Gee, Angela	P13
Black, Michael	136	Gehring, Donald	P20, 28
Blackhurst, Anne	49	Gibson, James	P2
Boatman, Craig	P15	Gossett, Barbara	56, 64
Boatman, Sara	22	Gregory, Dennis	15
Bracewell, William	149	Grennan, Kevin	121
Braxton, John	52	Guthrie, Victoria	P20
Brigman, Leellen	46, 88	Ha, Ophelia	P9
Brailsford, Paul	P21	Hadley, Thomas	131
Brooks, Timothy	P5	Haggard, Bill	59
Burke, Thomas	130	Haley, Vernon	78
Bryd, Sherryl	24	Hall, Teresa	33
Cade, Tinina	183	Halstead, John	4
Cain, Chandra	123	Haralson, Mitchel	25
Cappeto, Michael	124	Hamilton, Marlene	115
Carbone, Joan	83	Hardy, David	129
Chambers, Kim	139, 179	Harmon, William	39
Chavez, Alicia	76, 153	Haseley, Stephen	181
Christie, Roberta	44	Haviland, David	P18
Chung, Berry	90	Hawsey, Vicki	127
Clark, Steven	13, 106	Hegranes, Colleen	P17
Cogdal, Pamela	122	Herman, Paul	P6
Cooper, Diane	54, 146	Hill, James	73
Consolvo, Camille	P5	Hill, Pamela	55
Correnti, Richard	P8	Himbeault, Simone	27
Cross Brazzell, Johnetta	P7, 155, 170	Ho, Eddie	P9
Cufaude, Jeffry	P16	Hossler, Don	100, 125
Culliton, Rick	68	Howard-Hamilton, Mary	8
Cummings, Cynthia	P5	Hurst, James	P19
Curtis, William	137	Hyman, Randy	111
Daniels, Bobby	5	Jacoby, Barbara	154
DeArmond, Murray	31, 148	James, Bernard	P24
Deppe, Marilyn	178	Jamison, Alton	20
DeWitt, Robert	171	Jennings, Peggy	41
DiGregorio, Kristie	107	Johnson, Cynthia	167
Doherty, Esther	92	Jones, Joyce	152
Dunn, Merrily	140	Jordan, Kathryn	69
Dunton, Susan	159	Kalsbeek, David	P14, 86, 108, 164, 177
		Kaminski, Colleen	6
		Keeling, Richard	45
		Kelly, Kenneth	109



Kinder, Stan	P8	Robles-Regan, Sara	P15
King, Nancy	7	Rogers, Judy	89
King, Page	P23	Rooker, Leroy	65
Koenick, Ruth Anne	P6	Rowe, Linda	118
Kuh, George	48	Rue, Penny	40
Leung, Theseus	P9	Rumrill, Phillip	105
Lopez, Carlos Mijares	138	Ryder, Andrew	77
Lambert, Stephen	36	Ryan, Dan	134
Love, Patrick	P17, 26, 37, 174	Salmi, Richard	P17
Ludeman, Roger	17, 58	Sanchez, Frank	114
Luna, Gene	161	Sanlo, Ronnie	3
MacLean, L. Sandy	151	Schmidt, Sheri	104
McCarthy, Maureen	156	Schmitz, Carol	62
McCloskey, Linda	P18	Schroeder, Charles	P14, 32
McCulloh, Thayne	185	Shollenberger, Kevin	P22
McDonald, William	30, 168	Sepulveda, Celia	80
McGinnity, Tom	112	Seymour, William	96
McIntire, David	14	Shepard, Mary	57
Malter, Susan	12	Sichta, Terry	P23
Meabon, David	29, 101	Stallings, Daniel	142
Miller, Sam	85	Steele, Brenton	P21
Miller, Thomas	9, 19	Stevens, Lorelee	97
Moehl, Pamela	P1	Sullivan, Debra	79
Moneta, Larry	87	Taylor, Janice	158
Mooko, Daren	38, 99	Terrell, Melvin	120
Morgan, Gary	180	Thompson, Nancy	110
Moriarty, Deb	165	Torres, Vasti	67
Morton, Lawrence	102	Treuer, Pat	P11
Murphy, Sheila	95, 166	Twale, Darla	150
Murray, Julie	143	Ullom, Craig	98
Neiger, Jan	P20	Upcraft, Lee	P12, 186
Nemeth Tuttle, Kathryn	66, 91	Walker, Rita	P3
Ortega, Margaret	P3	Walker, Sally	53
Osteen, James	126	Ward-Estes, Jean	P22
Penfield, Gary	117	Watson, Lemeul	74
Penney, Sophie	P20, 82	Weis, Marc Lee	141
Perry, Leonard	147	Wertz, Richard	P8
Perry, Mary-Elaine	21	White, Lori	P13, 173
Peterson, Nancy	103	Whitt, Elizabeth	84, 135
Piercy, Judy	75	Witherspoon, Roger	116
Pine Tompkins, Karey	81	Winniford, Jan	128
Pregliasco, Bridgette	63, 162	Wong, Luke	P9
Preston, Frederick	51	Worthen, Kevin	163
Prince Oluyede, Patrice	35	Young, George	34
Pruitt, Dennis	144	Zacker, Terry	184
Ragosta, Linda	47	Zarske, Karen	175
Raimondo, Dan	133		
Reel, Jane	P18		
Reese, Pamela	70		
Richmond, Jayne	93		
Risch, Thomas	182		
Roberts, Gregory	P17		
Robinson, William	2		

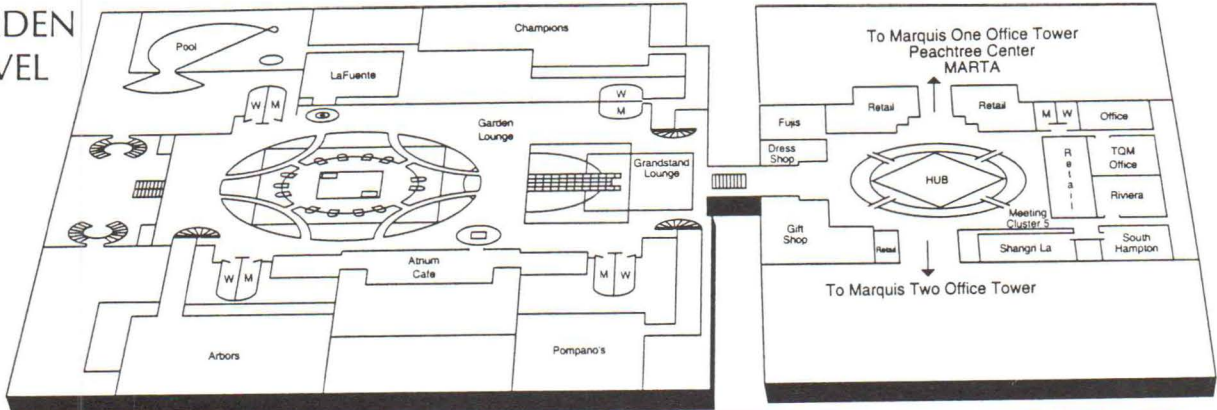
# Map of Hilton

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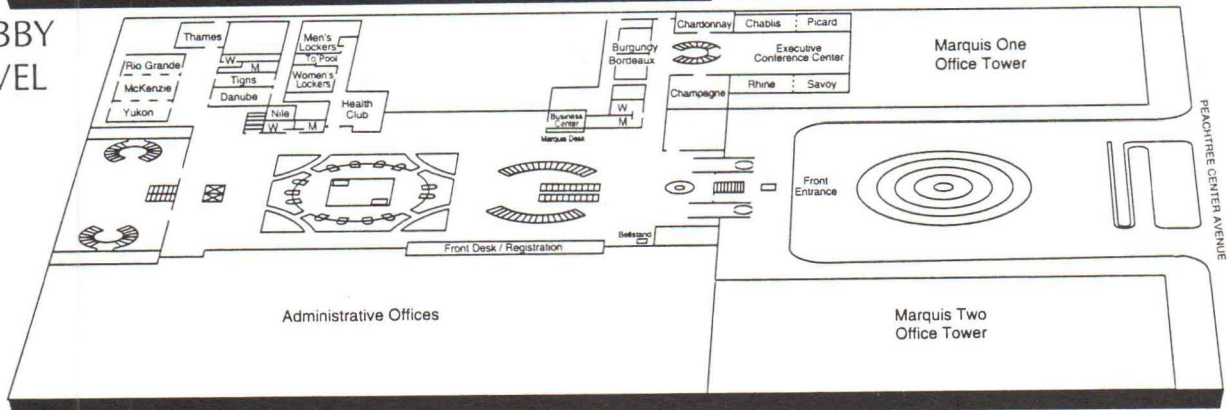




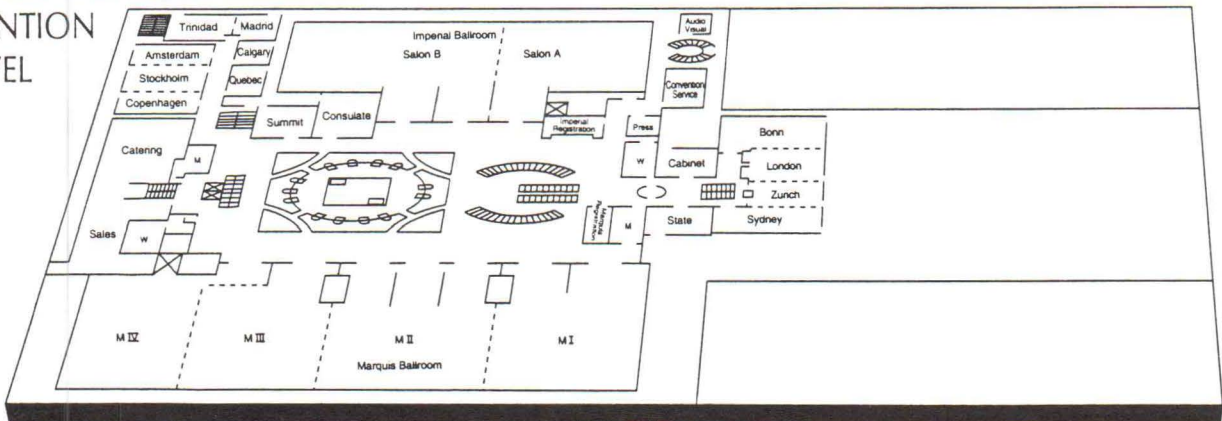
GARDEN  
LEVEL



LOBBY  
LEVEL



CONVENTION  
LEVEL

EXHIBITION  
LEVEL